



H.O.P.E. Advocate

Organization Type: Non-profit Faith Based Position

Type: Full Time + Part Time Positions Available

Direct Report: Program Manager

Hours: Overnight (Awake) 10pm-7:30am

Compensation: \$14.50/hr.; Full time staff are eligible to enroll in health benefits program

Job Summary: The **H.O.P.E.** Youth Advocate is a valuable and essential role for effective programming and direct support to youth who are survivors of sex trafficking in our residential treatment home, Avanti House. You will be a cornerstone in their **Healing** by encouraging hope and being an anchor in the storm, providing **Opportunities** to discover their true value, guiding them as they create a sense of **Purpose** by helping them develop a positive vision for their future, and **Empower** these young girls to take the lead in their recovery journey.

Client Connection + Recovery Support

- Maintains professional boundaries with youth and acts as a positive role model.
- Communicates with clients in a strengths-based, trauma-informed and respectful manner at all times.
- Uses non-violent de-escalation and trauma-informed behavior management techniques.
- Exercise discretion and independent judgement; set clear and appropriate boundaries with youth.
- Remain calm and firm in the face of challenging behaviors, utilizing techniques such as redirection or disengaging until the youth is in the safe space to address the situation.
- Demonstrates ability to identify concerning behaviors, anticipate potential problems, and provide for the youth's individual needs on an ongoing basis.
- Facilitate restorative survivor-centered groups with clients.
- Support clients' participation in the residential treatment program by providing and explaining information about the program phases and clarifying expectations of residents.
- Model and encourage a restorative approach to conflict resolution among residents.

Daily Care + Independent Living Coach

- Staff maintains the routine, consistency, structure, and a democratic environment at Avanti House.
- Transports clients to and from activities, appointments, etc. on an ongoing basis as needed.
- H.O.P.E Youth Advocates are responsible for meal preparation and supporting clients in practicing and learning independent living skills such as personal hygiene, time management, chores and laundry.
- Ensures that Avanti House is presentable, conducts daily safety inspections, and report maintenance or safety concerns in a timely manner.
- Advocate for healing by supporting clients in self-regulation and healthy coping techniques, particularly in escalated trauma-response situations, maintaining safety as a priority.

Individual Service Plan Liaison

- Write and complete daily progress notes and shift summaries to be shared with the Direct Care Team
- Complete any necessary paperwork, including incident reports or reportable issues, prior to end of shift.
- In collaboration with the Director of Programs and Residential Supervisor, actively participate in monitoring progress and implementation of client's Individual Treatment Plan.
- Cooperate with EHH leadership and State regulatory agencies to ensure our program and documentation procedures are in compliance.

Minimum Requirements:

Each child care worker shall be at least 21 years of age and have completed two years of college education. A high school diploma or equivalent and one year's experience in the human services field may be substituted for the required college. Required residential experience and crisis management. Understanding of and experience working with trauma victims highly preferred.

Preferred Skills/Qualifications:

- 2-3 years of experience in the social service field
- Trained in First Aid/CPR and QMAP Certified preferred
- Knowledge of trauma-informed care and residential experience a huge plus
- Willingness to learn and implement a strengths-based restorative process to conflict resolution
- Understands and demonstrates a willingness to engage in the core values of Extended Hands of Hope and guiding values and philosophies for the program
- Abide by organization policies and procedures including documentation
- Possess crisis management skills
- Assertive, confident and ability to firmly set boundaries with youth
- Experience working with at-risk youth who present with challenging behaviors
- Ability to have fun and keep things light-hearted with clients as appropriate
- Balance multiple job duties including supervision of multiple clients, reporting and maintaining a clean environment
- "Grit": willingness to stick it out in tough situations while keeping an attitude of being a lifelong learner as you step into your new role
- Effective and solution-oriented communication with others
- Problem Solving & Self-starter: able to take initiative in the moment and prioritize tasks using knowledge of program policies and procedures
- Team oriented and able to coordinate with various departments and staff
- Willingness to participate in agency-wide efforts to provide high quality programming and advocacy

Extended Hands of Hope is an equal employment opportunity employer. We seek a broad and diverse pool of candidates and strongly believe that our organization benefits from the perspectives and talents of a diverse staff. To apply, send resume and cover letter to kristen@extendedhandsofhope.org.