

Position Overview

This full-time position is responsible for assisting with the implementation of the Thrive Program, part of the National Conflict Resolution Center's (NCRC's) Avoiding the Pipeline to Prison Initiative. This position will work in conjunction with NCRC management, programming partners, and community stakeholders.

This hybrid role is based primarily at the NCRC San Marcos office, with some flexibility to work remotely throughout the week, serving North County youth and occasionally the Central, East, and South regions as needed. Bilingual English & Spanish preferred. Must be available some weeknights and occasional weekends.

Key Responsibilities

- Engage diverse youth and families successfully with culturally responsive, strengths-based, trauma-informed, or restorative practices
- Identify participant needs and challenges and be innovative with problem-solving efforts, including crisis response, coaching, advocacy, and resource navigation
- Develop networking relationships and community partnerships
- Coordinate among various stakeholders to support youth needs, goal plans, and pro-social group activities
- Document and report on cases
- Intermediate computer skills, including the ability to learn new technology
- A solid understanding of and commitment to social change through building the capacity and power of people to transform themselves and their communities

Direct Service

- Support successful transitions from NCRC's Juvenile Diversion Initiative (JDI) to Thrive, promoting youth empowerment, community engagement, and long-term anti-recidivism outcomes through:
 - Meaningful collaboration with JDI staff, youth, and parents/caregivers
 - Thorough intake and orientation processes
 - Effective needs assessment and strength-based goal setting
 - Leverage youth and family resources
 - Manage connections with relevant community partners to support youth goals in the 4 Pathways to Thriving: Live, Learn, Earn & Serve
- Build trusting developmental relationships with participants through 1:1 check-ins, cohort meetings, and pro-social activities
- Attend cohort meetings and support youth in the learning process, including vulnerable youth 12-18 with special needs, neurodivergence, and mental health challenges.
- Provide ongoing case management that integrates cohort learning, promotes participant success, and builds their leadership skills while adjusting services as needed
- Collaborate with interns to meet youth & family needs

Outreach and Collective Impact

- Cultivate and develop relationships with partner organizations and other community resources that offer mental health & wellness services, academic support, work & career readiness, community service and leadership, and other opportunities that help them tap into their passions, potential, and build healthy community connections

- Stay current with trends in the field of youth/juvenile engagement by attending events and researching other transformative youth-centered programs and practices
- Participate in and support other community-driven efforts to disrupt the school-to-prison pipeline

Documentation and Administrative

- Track and document Thrive goal plan data for program evaluation and reporting purposes, including intake date, case plan and goal attainment, participation and attendance, youth and family touch points, and partner assignments
- Track and document program-related expenses

Other Duties and Expectations

- Participate in non-program-related NCRC events & staff development
- Practice self-care & community care

Qualifications

- Self-motivated, organized, and community-driven.
- Culturally responsive, trauma-informed, and familiar with restorative justice and positive youth development principles.
- Cultural humility, perseverance, adaptability, and collaboration
- Able to work with diverse teams; youth case management and mentorship are preferred.
- Strong organizational, listening, oral, and written communication skills
- Bachelor's degree in Psychology, Sociology, Conflict Resolution, Criminal Justice, Social Work, or other closely related fields with relevant experience

Compensation

- \$23.50-\$25.00/hour
- PTO starting at 28 days (14 holidays, 14 vacation days)
- 401k
- Health insurance

About NCRC

The National Conflict Resolution Center strives to be a diverse, equitable, and inclusive organization. We are committed to building a talented team that reflects the diverse backgrounds of the communities that we serve. As an Equal Opportunity Employer, we prohibit any form of discrimination based on race, color, ethnicity, religion, creed, sex, gender (including gender identity and expression), sexual orientation, national origin, disability, age, marital status, veteran status, pregnancy, parental status, or other characteristics or any other basis prohibited by any applicable federal, state, or local law. All successful candidates will go through an orientation period that includes multiple trainings/workshops, including but not limited to Mandated Reporting Laws, Restorative Practices, ART of Inclusive Communication, Anti-Harassment Training, Mediation, Motivational Interviewing, and Trauma-informed Care.