

Credible Messenger

Position Summary

The mission of Collective Action for Youth (CA4Y) is to leverage community power and center youth voices for equitable, systemic solutions based on shared leadership, responsibility, and accountability. As part of the CA4Y team, the Credible Messenger duties would be to provide individualized coaching, mentoring, personal and professional development, and resource coordination to program participants and their families using a healing centered and strength-based approach. Services will be in close coordination with other program staff and guided by Individualized Service Plans. This position serves as the most connected to direct service.

Community Liaison – 20%

- Develop relationships with community members and civic leaders to establish community
- Support development of campaigns around issues important to youth in Harris County including juvenile justice reform, child welfare reform, mental health advocacy, education safety reform and others
- Support hosting and attend community-based events
- Attend other relevant community events, forums, town halls and information sessions as assigned
- Participate in community working groups
- Canvas Harris County communities to raise awareness around campaigns, identify community needs, and support community-based research
- Train community members in partnership with local organizations and other CA4Y staff
- Serve on committees and councils representing youth and young adults in Harris County

Coaching, Mentoring and Peer Supports – 75%

- Meet 1:1 with program participants, regularly to provide coaching, mentoring, and peer support
- Work as a team with other Credible Messengers and staff to coordinate care for program participants
- Participate and engage in assigned staff meetings
- Participate and engage in assigned healing circles and healing trainings
- Conduct outreach activities with the community to build strong relationships with youth, residents, businesses, and community groups
- Implement case management to aid solving current issues and prevent future problems for program participants
- Link individuals to services and opportunities in the community
- Advocate for the youth in court when needed and keep detailed client case notes and documentation
- Meet with the site supervisor regularly to receive and share updates and provide information

- Other duties as assigned, including responding to an emergency event

Administrative – 5%

- Participate in staff and other organizational meetings
- Attend trainings and professional development as assigned
- Respond to community and other inquiries via phone, text and email efficiently
- Enter data specific to responsibilities weekly
- Provide support for development of reports as needed
- Develop blog and electronic outreach materials in partnership with coordinator staff
- Submit timesheets, expense and other reports

Ideal Experience and Traits

- Harris County resident with commitment to supporting a community where all youth can thrive
- Lived experience in or impacted by systems including juvenile justice, child welfare, criminal justice, and mental health recovery
- Formerly incarcerated or justice-involved and have had a meaningful transformation in turning their lives around
- Demonstrated integrity and want to help others heal while continuing their own healing
- Strong commitment to social, racial, and economic justice
- Independent worker with ability to take the lead
- Passion for improving outcomes for youth and families with hope for a better future
- Commitment to diversity, equity, and inclusion principles
- Ability to act with empathy, especially when working with youth and other individuals with lived experience and across diverse backgrounds
- Position requires reliable transportation
- Bilingual is preferred but not required
- Experience working with youth and/or families with system involvement is preferred but not required

Candidate Background Check for Juvenile Probation and Adult Criminal History (Arrests, Charges and Convictions)

Collective Action for Youth will obtain a background check for all candidates for employment, current employees, and volunteers to assess the last seven years of criminal and personal history. CA4Y weighs criminal history (arrests, charges, and convictions) heavily to make employment decisions. CA4Y examines the scope of criminal liability (e.g. accessory, accomplice, principal, etc.) and the severity of the offense (felony, misdemeanor, or infraction) as well as court or clinical certified evidence of a

rehabilitative effort on the prospective employee's part to make employment decisions. Through these measures, CA4Y aims to examine the character and decision-making skills of individuals partnering in the work. CA4Y reserves the right not to hire or retain anyone that has been convicted of a criminal offense that is job-related. If an employee is arrested or charged with any type of crime, management must be notified immediately. Conviction of a crime that is job-related may result in an automatic termination of employment. Before any decision is made, the nature of the crime and circumstances surrounding the conviction will be considered. CA4Y reserves the right to allow for targeted exclusion with individualized assessment. However, under no circumstances will CA4Y hire or retain an individual actively registered as a sex offender. CA4Y will run all candidates on the national/local sex offender registry.

Location, Salary, and Benefits

Black, Latinx, Indigenous, and others who identify as nonwhite, people with disabilities, members of the LGBTQIA+ community, and those with lived experience in or have been impacted by systems, especially the child welfare and criminal/juvenile justice systems, are encouraged to apply for this role. This is a full time, exempt, grant-funded position. The position is located in Houston, Texas, with a combination of remote and office work in a centrally located space. The starting salary and benefits package will be competitive, commensurate with experience, ranging from \$45,000 - \$50,000.

How to Apply

Please submit a resume and a compelling cover letter to: info@ca4y.org. Please note that applications without a cover letter will not be reviewed. If you feel that you don't meet all of these requirements, please use the cover letter to tell us why you would be a great candidate.