



## **JOB DESCRIPTION: VIOLENCE INTERRUPTER**

YOUTH ALIVE! BELIEVES THAT URBAN YOUTH HAVE THE INNATE CAPACITY TO STOP THE VIOLENCE PLAGUING THEIR COMMUNITIES. EVERY DAY, WE NURTURE LEADERSHIP AND LIFE SKILLS OF YOUNG PEOPLE AFFECTED BY VIOLENCE, IN OAKLAND AND THROUGHOUT THE U.S., BECAUSE ADDRESSING THE ROOT CAUSES OF VIOLENCE SAVES LIVES. YOUTH ALIVE! IS A NATIONALLY RECOGNIZED, OAKLAND-BASED NONPROFIT COMMITTED TO ENDING VIOLENCE AND DEVELOPING YOUTH LEADERSHIP, THROUGH VIOLENCE PREVENTION, INTERVENTION AND HEALING.

**JOB DESCRIPTION:** Violence Interrupters operate in areas where violence and poverty are the norm. Interrupters leverage their individual reputation and street credibility to disrupt the cycle of violence in Oakland communities. Interrupters are connected to the streets of the toughest neighborhoods with the unique ability to identify and intervene in individual, group and gang-related conflicts before they intensify. If a shooting has occurred, they seek out the victim's friends and relatives and try to prevent a retaliatory shooting. Violence Interrupters are expert conflict mediators utilizing problem-solving skills to address safety risks and to end conflict. This individual will be an integral part of reducing the shootings and homicides in the City of Oakland. Violence Interrupters will be assigned primarily to a geographic area (West, Central/East or Deep East Oakland). Violence Interrupters receive general supervision from the Lead Violence Interrupter, and support from the Citywide Violence Interrupter. They are also responsible for staying in compliance with the approved scope of work for this strategy. Some work is performed in an office environment; most work is in the community, with frequent evenings and weekends.

### **JOB DUTIES AND RESPONSIBILITIES**

- Gain information on potential conflicts in hotspot communities.
- Formulate action plans to help resolve conflicts.
- Attend outreach worker/violence interrupter meetings.
- Meet with high-risk individuals and groups on a daily basis to discuss issues.
- Work to prevent acts of violence and help to prevent all potential retaliatory shootings.
- Develop relationships with influential individuals and groups in the community.
- Refer potential clients/participants to outreach workers or case managers.
- Document conflicts resolved on conflict mediation forms.
- Participate and engage participants in program activities.
- Attend community responses as needed.
- Get to know all the highest risk persons and the people who know them. Work to intervene in circumstances in which violence is likely, including possible retaliation.
- Document all contacts with high risk individuals daily.
- Identify and diffuse “hot spots” for shootings and violence.
- Research causes of shootings/homicides to assist in mediating situations and preventing retaliation between individuals and groups (working with the community and outreach programs to gain information that may be helpful in preventing additional killings) and provide documentation.
- Outreach to the community (individually and as a team member) to build relationships with individuals, residents, businesses, and community groups.
- Provide strong effective communication with clients
- Engage restorative practices in the de-escalation and resolution of conflict.
- Work closely and collaboratively with Street Outreach and the Oakland’s Crisis Response Support Network.
- Work as a member of a team – work together to ensure that shootings are reduced.
- Document consistently and accurately in records all contacts with clients;

- Attend staff meetings;
- Represent Youth ALIVE! to the media, public officials, community leaders, etc. on strategies to prevent gun violence and improve services to youth;
- Participate in violence prevention efforts with other providers as assigned;
- Other responsibilities as assigned by supervisor.

## **MINIMUM QUALIFICATIONS**

- An in-depth knowledge of West, Central/East and Deep East Oakland communities
- Ability to effectively communicate, connect with, and motivate youth and/or young adults away from impulsive behavior that will lead to violence.
- Ability to stay calm in response to emergencies.
- Experience working with at risk, gang involved or impacted youth and/or adults is required.
- Applicants with personal experience in overcoming violence/ incarceration / violence-related injuries/ gang involvement / the criminal justice system are especially encouraged to apply. However, candidates should have a minimum of 24 months since their release from incarceration.
- Knowledge of urban youth issues, specifically youth violence and juvenile justice;
- Demonstrated ability to work independently and as part of a team;
- Must have strong communication and organizational skills, and possess the ability to communicate effectively with staff members, clients, vendors and the public;
- Ability to work well with diverse populations;
- Proactive, and demonstrates initiative, flexibility, and willingness to try new approaches
- Punctual and extremely reliable;
- Highly organized and detail-oriented;
- Candidate must be computer literate;
- Must be able to present self and program in a professional manner;
- Flexibility to work evenings & weekends;
- Ability to work in stressful situations;
- High School Diploma or GED preferred; applicants working toward completion of GED/diploma will be accepted.
- No pending criminal cases or prior convictions for sexual assault, child abuse or domestic violence
- Must have reliable car, valid insurance and DMV clearance throughout your time of employment;
- A minimum of 2 years' experience working with at risk gang involved or impacted youth is required. A minimum of 1 year case management or violence interruption experience is strongly preferred.
- Must meet organization's basic writing and communication standards

**OTHER REQUIREMENTS:** Individuals who are hired for this position will be required to maintain a valid California Driver's License throughout time of employment. The ability to travel is required.

**PHYSICAL DEMANDS/ WORK ENVIRONMENT:** Talk, hear. Clear vision at 25 inches or less to view computer screen and read documents. Must be able to sit at desk and work on a computer for 1-2 hours/day. Must be able to lift and carry 25 pounds. Working conditions typical of an office environment while in the office; a majority of the work day may be spent outside the office in Oakland neighborhoods.

**SALARY AND BENEFITS:** Competitive salary (starting salary dependent upon experience: \$44,000 - \$48,000). Full-time (40 hours per week) non-exempt position. Generous benefits package includes: Medical/ Dental / Vision/ Dependent coverage / Vacation / Sick Leave / Retirement / Professional Development funds/Educational Reimbursement.

**TO APPLY:** Please send cover letter and resume by email to [jobs@youthalive.org](mailto:jobs@youthalive.org). Please include your name and “VI” in the subject line. Only complete applications will be reviewed. Due to the volume of applicants we will only be contacting those to be interviewed.

**Youth ALIVE! is an equal opportunity employer.**