

JOB DESCRIPTIONS

Acclivus, Inc. is an intentional social network to serve vulnerable individuals, primarily those from communities who are disproportionately impacted by compounding barriers to health and success, by providing leveraging capital and coping capital to assist network members with personal and professional growth, and overcome common social challenges including but not limited to poverty, criminal backgrounds, or limited formal education. In partnership with the Jane Addams Center for Social Policy and Research, the Acclivus organization aims to develop programs and advocate for social policy reforms that will decrease incarceration, enhance educational opportunities, employment, and self-employment opportunities for network participants.

Our mission: To support the success of Chicago area vulnerable individuals, primarily those who are disproportionately impacted by compounding barriers to success, and who have been disconnected from mainstream culture and the associated benefits therein. Resources and assistance are made available through crisis intervention, mitigating traumatic impact of negative life events, mobilizing social capital, community organizing campaigns, and advocacy.

Our vision: To provide all individuals the opportunity to reach their full human potential regardless of their past misdeeds, disappointments, or challenges influenced by internal and external causes.

Position: Outreach Worker

Reports to: Site Supervisor

Summary: The Outreach Worker works to gain trust of the community and the highest risk individuals to help prevent shootings and retaliatory violence, and to provide linkages and robust accompaniment to prosocial alternatives including activities, jobs, education, case management, and social services. As a member of a team, the Outreach Worker is responsible for reaching out to the highest risk individuals in the community and working with them to prevent violence by mediating conflicts, modeling prosocial behaviors, engaging them in positive activities and accompaniment through the case management process.

Communities Partnering 4 Peace (CP4P) is a citywide collaborative of community-based agencies across Chicago working together to reduce rates of community violence. CP4P agencies and their partners are located in the neighborhoods with the highest rates of violence, and are committed to hyper-local programming, restorative justice practices, trauma-informed approaches, and principles of nonviolence. The Outreach Worker operates as a part of a Neighborhood Safety Team that includes other outreach workers, case managers, and community engagement/safe spaces staff.

Job Skills and Requirements

- Firsthand knowledge of the community being served by the program;
- Ability to communicate effectively, both orally and in writing;
- Ability to work one-on-one and in groups with high-risk individuals to resolve conflicts and promote prosocial behaviors;
- Willingness to work on the street and in other unstructured situations;
- Willing to work late nights and on weekends;
- Firsthand knowledge of the community and knowledge of current street conflicts required;
- Familiarity with computers such that employee is able to complete required research, data entry; tasks, communicate via email, and complete basic word processing tasks as needed;
- Experience/training in crisis intervention, restorative justice practices, or trauma-informed practice;
- Emotional maturity; good judgment; integrity; tolerance of differing points of view and beliefs; commitment to nonviolence.
- Must have a working cell phone at all times

Duties and Responsibilities

Client Outreach:

- Work with outreach colleagues and supervisor to identify potential participants who are the highest risk individuals, and the people who know them.;
- Carry a caseload of 15 high-risk clients;
- Develop and maintain supportive and effective relationships with client caseload;
- Work to intervene in circumstances in which violence is likely, including possible retaliation;
- Work to understand why a shooting happened, including developing strategies to be better informed to

- help prevent future escalation of conflicts;
- Work as a team member, communicating all relevant information to team & supervisors timely;
- Ensure that information about potential participants is clearly identified and communicated to relevant staff and Site Supervisor;
- Develop and deliver one-to-one support sessions and facilitate circles with clients to support participants in resolving conflicts and adopting prosocial behaviors.
- Provide linkages and support for individuals to enhance their use of opportunities and programs in the community (job programs, GED, drug treatment, mentoring, etc.)
- Provide client accompaniment to court, social services, etc.

Violence Prevention Services/Shooting responses

- Participate, as needed, in organizing responses to violence; increasing visibility when violence occurs (developing networks with outreach orgs to coordinate inclusive & strategic response);
- Review root causes of shootings/killings to assist in mediating situations and preventing further community violence, provide documentation;
- Identify and diffuse “hot spots” for violence (conducting line of sight surveys with residents and key stakeholders to identify areas frequented by high-risk clients) and provide documentation;
- Strategize with outreach team and supervisor to develop ongoing strategy to respond to conflicts and violence, noting important anniversary dates or other key events.

Community Outreach

- Outreach to the community (individually and as a team member) to build strong relationships with youth, residents, businesses, and community groups;
- Work closely with referring partners and any other stakeholders to ensure that goals are met;
- Maintain positive relationships with stakeholders;
- Respond to shootings in other communities, as needed, working with relevant outreach orgs.

Meetings & Documentation

- Attend weekly staff meetings; meet with supervisor as needed;
- Document shootings and other acts of violence prevented and conflicts mediated;
- Document all shootings and retaliations;
- Document detailed client case notes and other items as assigned;
- Participate in all mandatory trainings and undertake any training and professional development as and when required to ensure effective work

Qualifications:

- High School Diploma/GED required. Bachelor’s degree preferred or significant experience working with high-risk, street-involved individuals
- Excellent verbal communication skills, and ability to communicate effectively in writing
- Firsthand knowledge of the community served and knowledge of current street conflicts required
- Experience or training in crisis intervention preferred
- Willingness to learn and commit to the principles of nonviolence, restorative justice and trauma- informed practices
- Experience working on a team
- No pending criminal cases/prior convictions for sexual/child abuse or domestic violence
- Valid Illinois driver’s license, insurance, and good driving record

Salary: \$38,000 annual salary