



AlternativesYouth.org

Restorative Justice Specialist 1

Reports To: Restorative Justice Supervisor

Status: Full Time with benefits including: paid time off, medical, dental, vision, 403(b) retirement plan

Salary range: 37,000-38,000

Basic Function: Provide direct service to young people through facilitating group programs at schools and community centers.

Alternatives Inc. Overview

Since 1971, Alternatives has been a leading provider of youth development programs, restorative justice initiatives, and behavioral health services for youth. Our mission is to facilitate personal development, strengthen family relationships, and enhance the community's well-being. We serve youth in some of Chicago's most vulnerable communities on the far north and south sides. Our highly trained staff create culturally responsive environments in which young people build knowledge, skills, and abilities through positive youth development, trauma-informed care, leadership development, and community-based healing.

Our Restorative Justice (RJ) programs provide direct support, training, leadership development, and capacity-building to schools and organizations that seek to become restorative. This position facilitates restorative and social justice-based youth leadership development programs for middle and high school youth, including: Girl World, Youth Advisory Committee and our Summer RJ Institute.

Responsibilities

- Run multiple assigned youth leadership development groups. This includes developing curriculum, recruiting participants, organizing program logistics, developing partnerships and working with volunteers and interns. The Specialist is also responsible for completing all program documentation and reporting.
- Build restorative mindset and skills for school and community-based youth.
- Foster youth-led evaluations of program activities within the Youth Advisory Committee. This includes engaging participants in dialogue about what outcomes they have for each project and working with them to identify tools for tracking progress. The Specialist is responsible for administering evaluation tools and working with participants to compile, analyze, and report results.
- Facilitate trainings for youth and adults at schools and community-based organizations as needed
- Create and track project plans
- Proactively address questions and concerns staff, youth, and community stakeholders have about Youth Development and Restorative Justice and implement strategies to gain stakeholder buy-in
- Attend and actively participate in all-agency and team staff meetings, in-service training, supervision sessions and collaborative meetings.
- Participate in agency fundraising initiatives as needed.
- Provide supervision and mentorship to assigned interns and Peace Ambassadors.
- Other duties as assigned.

Required Skills and Experience

The above job description is subject to modification and change at the discretion of the Executive Director and/or the Director to whom this position reports to reflect necessary contract/program changes. Alternatives is an equal opportunity employer.



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- Operates from a trauma-informed, restorative justice, positive youth development, and intersectional justice lens.
- Cultural competency with Black and Latinx youth
- Experience with gender specific programming preferred
- Strong skills for recruitment of youth within a community setting.
- Curriculum development skills for programming on social justice
- Experience working in schools and community-based organizations (a background in social service, student support, or community organizing also considered)
- Ability to maintain healthy boundaries while building trust in a limited time.
- Ability to handle multiple projects and work in multiple sites
- Competency with Google Drive, Microsoft Office and virtual meeting tools like Zoom.
- Professionalism in the areas of punctuality, documentation, organization, and phone/email responsiveness
- Capable of working independently and within a team.
- Bachelor of Arts degree or 1 year of relevant experience

To Apply: please submit resume, cover letter and 3 references to careers@alternativesyouth.org. Your cover letter can include why you are interested in the position, your approach to youth development and a concrete story that demonstrates how you have applied restorative justice in your work or personal life. No phone calls please.

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