

Restorative Justice Specialist 1

Reports To: Restorative Justice Supervisor

Salary: \$41,500

Full time (exempt) with Benefits: Medical, Dental, Vision, 403(b) retirement plan, Holidays, Paid Time Off

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



Alternatives Overview

Our mission is to inspire young people to create a just future through practices that heal individuals, restore communities, and transform systems. Since 1971, Alternatives has modeled innovative alternatives to the status quo in Chicago's youth services field. Our school and community-based therapy, prevention and leadership development programs support young people to individually and collectively address causes of substance abuse, grief and trauma while building social-emotional, career and social change skills. In addition to working directly with young people, we train, coach and advocate for youth-serving institutions like Chicago Public Schools to be restorative and trauma-informed.

Position Overview

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 groups for middle and high school youth which may include Girl World, Youth Advisory Committee and our Summer Jobs.

Responsibilities

Perform the following from a racial, gender, sexuality, and ability equity lens:

- Run multiple youth leadership development groups. This includes developing curriculum, recruiting participants, organizing program logistics, and developing partnerships.
- Build restorative mindset and skills for school and community-based youth.
- Facilitate trainings for youth and adults at schools and community-based organizations as needed.
- Create and track project plans, submit all program documentation and enter demographic, attendance, case notes and surveys into our database weekly.
- Assess youth needs, risks and protective factors initially with each participant and at 90 day intervals using Alternatives Assessment tools and work with our Case Managers to provide resource navigation and advocacy for individual youth participants.
- Provide supervision and mentorship to assigned interns, volunteers and Peace Ambassadors.
- Participate in applicable All-staff and team meetings, professional development trainings and supervisions.
- Represent Alternatives at relevant forums and events as assigned.
- Participate in Alternatives' fundraising initiatives.
- Other duties as assigned.

Qualifications

1. Cultural competency with Black and Brown communities.
2. Strong skills for recruitment of youth, preferably within a community setting.
3. Curriculum development and facilitation skills for social justice programming.
4. Experience with gender specific programming a plus.
5. Ability to maintain healthy boundaries while building trust in a limited time.
6. Ability to handle multiple projects and work in multiple sites.
7. Competency with Google Drive, Microsoft Office, social media and virtual meeting tools like Zoom.
8. Professionalism in the areas of punctuality, documentation, organization, and phone/email responsiveness.
9. Bachelor of Arts degree or High School Diploma and 1 year of relevant work experience.
10. Consistently learning and working within the following frameworks: Anti-oppression, Positive Youth Development, Trauma-informed and Balanced and Restorative Justice.
11. Skilled at working with young people at high risk for juvenile justice and child welfare system involvement.

To Apply

Please submit resume, cover letter 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.

Members of the communities we serve are strongly encouraged to apply.