

# eliminating racism empowering women

# ywca

**YWCA MISSION:** YWCA Olympia strives to eliminate racism and sexism to advance the social, political and economic status of all women and girls.

**POSITION TITLE: YOUTH COUNCIL NAVIGATOR** (Prev: Girls Council)

## **SUMMARY OF POSITION:**

The Youth Council Navigator will be responsible for providing relationship-based Navigation for a caseload of young women, transgender and non-binary folks experiencing mental health or chemical dependency disorder(s), many of whom are involved in the Juvenile Justice System and are disproportionately youth of color. They will provide mentorship and support and facilitate a youth driven and community-oriented goal setting process. In addition, the Navigator will plan and facilitate gender responsive peer support groups and pro-social activities grounded in Social Justice. The Navigator will work together with the Program Coordinator to help refine the existing program model to better reflect an anti-racist, Intersectional Feminist, Healing Justice lens.

## **ESSENTIAL RESPONSIBILITIES:**

- Participate in training on the implementation of Youth Council, Child/Adolescent Needs and Strengths Assessment implementation, Motivational Interviewing, Transformational Relationships, Intersectional Feminism, Peer Support Group facilitation, as well as trauma-informed and gender responsive care.
- Manage and serve a caseload of 12-17-year-old youth with mental health or chemical dependency challenges.
- Meet one-on-one with participants regularly to provide mentorship and support and to work together to develop and move towards a personal vision and goals. This may include checking in via text, phone, or e-mail in between meetings.
- Identify a multi-disciplinary team of support, known as a Council. Motivate and support family involvement and the identification and inclusion of informal supports. Facilitate at least one collaborative meeting with this group.
- If necessary, work with the youth and/or Council to develop a crisis plan to ensure the safety of the youth, family, and community.
- Maintain accurate and concise documentation of contacts with family, team members, and providers, including follow-up on referrals made.
- Deliver services and supports that reflect the unique cultural values and practices of each youth and family.
- Maintain flexibility in scheduling to be available to meet with the youth and Council during times and dates convenient for all parties involved
- Provide and coordinate services that maintain and strengthen the relationship between youth, family, and informal supports.
- Maintain healthy boundaries with youth and families served.

- Continually reassess the needs of the youth, modifying the individualized plan of care as needed, maintaining focus on strengths, health and safety, reducing needs, and fostering long-term success.
- Work closely with community partners, maintaining and growing positive relationships.

#### General Agency Support

- Work alongside the entire staff to support agency-wide events and special initiatives
- Conduct community outreach activities and public presentations as necessary, highlighting Youth Council

#### **QUALIFICATIONS:**

- All employees must have an unwavering commitment to the mission of YWCA Olympia: To eliminate racism and empower women.
- Dedication to personal growth and development in social justice knowledge and skills, especially focused on the intersection of race and gender.
- Experience in trauma-informed facilitation, case management and/or working with at-risk youth preferred.
- Commitment to consistently showing up for the youth and trusting their process.
- A self-motivated, creative and resourceful individual.
- Excellent interpersonal communication skills and adaptability.
- A desire to be engaged in collaborative, team-based work.
- All employees must be fingerprinted for a background check, possess a valid WA driver's license and have reliable transportation.

**HOURS:** 32 hours per week. Flexible work schedule options are provided; however, the schedule will necessarily reflect the timing of the various program activities overseen by this position, which sometimes includes evening and weekend activities.

**RATE OF PAY/BENEFITS:** This is a regular, full time position with an hourly pay rate of \$13.50-15 per hour DOE and a generous benefits package.

#### **TO APPLY:**

Send resume and letter of interest to:  
YWCA Human Resources  
YWCA Olympia  
220 Union Ave  
Olympia, WA 98501  
[HR@ywcaofolympia.org](mailto:HR@ywcaofolympia.org)  
(360) 352-0593

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