

# Youth Development Specialist at Stamford Academy

## Job Overview and Requirements

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Are you ready to transform the educational experience of students who haven't yet found academic success? Do you want to help ensure disengaged students are on track to succeed in high school? Do you want to be challenged, have fun, work hard, and work directly with students? Domus is looking for a Youth Development Specialist to work at Stamford Academy.

**Our story:** In light of the recent Parthenon report "Untapped potential: Engaging all Connecticut youth" ([http://cdn.ey.com/parthenon/pdf/perspectives/Parthenon-EY\\_Untapped-Potential\\_Dalio-Report\\_final\\_092016\\_web.pdf](http://cdn.ey.com/parthenon/pdf/perspectives/Parthenon-EY_Untapped-Potential_Dalio-Report_final_092016_web.pdf)), we know that there are 39,000 disengaged and disconnected youth in Connecticut and the need to re-engage them is urgent if we want our state to succeed and our graduation rates to rise. If we were able to cut this number in half, the economic value to the state would be over \$3 billion in additional gross state product.

To that end, we are looking to hire a Youth Development Specialist to work to re-engage disengaged high school students. Your role would be to use Youth Development principles to develop youth strengths so that they can be successful students.

**REPORTS TO:** Dean of School Culture, Steve Paul

## ESSENTIAL RESPONSIBILITIES:

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*Relentless relationship building and outreach with youth (60%)*

- Engage youth in 1-1, positive, life changing relationships and become a trusted go-to resource
- Utilize teachable moments to teach/model interpersonal communication skills
- Use method of assertive friendliness; actively seeking contact with young people rather than waiting to be greeted or for a young person to ask for help
- Utilize principles of Therapeutic Crisis Intervention to support youth in crisis
- Mentor youth based on student interests, goals and strengths
- Utilize Domus' Core Principles to build relationships, most importantly never giving up and giving many chances

*Support staff and families in skill development of youth (40%)*

- Develop and maintain relationships with staff and families to support youth academic and social development
- Facilitate delivery of social-emotional curriculum
- Mentor youth in attendance and behavioral initiatives
- Provide crisis intervention in and out of the classroom
- Monitor hallways and other aspects of physical plant

## OUR HIRING PROCESS & TIMELINE:

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- We will review applications on a rolling basis until the position is filled. That being said, we will review all applications received by December 1<sup>st</sup>.
- To apply, send a resume and brief letter of interest to Steve Paul at [SPaul@stamfordacademy.org](mailto:SPaul@stamfordacademy.org) and Marc Donald at [Mdonald@domuskids.org](mailto:Mdonald@domuskids.org) . Please fully read this job description, the Parthenon report (see link above) and address the following:
  1. Briefly address what about this program speaks to you and why you think you are a good fit;
  2. Briefly address your ability to achieve the program components and expected outcomes;
  3. Please tell us (briefly) how your personal values and beliefs do or do not align with the core program beliefs
- Finalists will be invited to a second-round interview.
- We would like to have the selected candidate start **January 2<sup>nd</sup>, 2019.**

Stamford Academy is an equal opportunity employer. Spanish speaking people and people of color, especially those from Stamford, are strongly encouraged to apply.

### Essential Requirements

- Associate's degree preferred
- A strong work ethic
- Ability to work in a fast-paced program, where we will be learning together and responding to situations as they arise.
- Able to work some evenings and some weekends
- Commitment to our mission, values and core program beliefs
- Valid driver's license with a driving history that meets agency insurance requirements including eligibility for a "V" endorsement
- Ability to collect required data and respond to the data
- Flexibility and adaptability, able to shift styles to fit the needs of a wide range of cultures, people, and organizations
- High emotional intelligence, able to easily develop deep, trusting relationships with diverse individuals from many different backgrounds
- Love of young people, especially young people others consider unlovable
- A great sense of humor

## Compensation

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- Salary approximately \$15/hour
- Full-time, non-exempt position, working 40.0 hours per week. We believe in work-life balance, and there will be times when the balance tips to work and when the balance tips toward life. We may work more than 40 hours when school is in session.

## Core Program Beliefs

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- We believe that within each of us is a desire to move towards health and achievement, under the right conditions. It is our job to provide young people with those conditions.
- We believe that every young person wants to love and be loved. It is our job to love these young people, and to help them learn to love themselves and others.
- We believe in the power of belonging. It is a core human condition to want to be missed when we are gone. We will miss young people when they are absent and we will express that: “We didn’t see you yesterday. We missed you. We are glad you are back”. We will make sure every young person belongs in our community. No matter what. “She drew a circle to shut me out. Heretic, rebel, a thing to flout. But love and I had the wit to win. We drew a circle that took her in”(Edwin Markham)
- We accept young people for who they are. Right here. Right now. They do not have to change to be respected and loved and valued and be a member of our community. Behavior is not a condition of their worth as human beings.
- We believe that every young person wants to be in charge of their own life. To that end, we will give young people a voice in this program, and choices of how to best accomplish their goals.
- We are hungry to understand if our interventions are having the intended impact. We will be meticulous in our data entry, and ruthless in our hunt to understand the data and learn from it. If what we are doing is not working, we will set aside our egos, intentions and preconceived notions and we will change what we are doing.
- We believe that the young people with whom we work deserve our full attention and our best selves. Therefore, we will: NOT allow our personal beliefs or baggage to interfere with our work; we will commit to doing excellent work all the time on behalf of our young people; we will be honest and transparent with ourselves, our colleagues and our partners. To be very clear, by working in this program we are committing to:
  - Working out our personal issues outside of work;
  - Using supervision as a tool for professional growth
  - Refraining from gossiping at all costs—bringing all issues directly back to the person OR to the group session;
  - Learning our craft before practicing on our youth;
  - Giving and receiving honest feedback, even if it is uncomfortable to hear or say

- Using data to inform our actions and interventions
- As a trauma responsive, Sanctuary certified organization we understand hurt people hurt people. We help young people, community partners and each other heal from this trauma and we strive to move our community from “hurt people hurt people” to “helped people help people”.