

Position Title: Youth Empowerment Coach**Organization:** PAL Center, Redwood City**Program Overview:**

This position plays a pivotal role in a dynamic initiative focused on expanding access to jobs, education, enrichment, mentorship, and leadership opportunities for hard-to-reach youth. The Youth Empowerment Coach serves as a critical advocate for reducing violence, supporting high-risk youth, and fostering pathways to safety, empowerment, and success through trust-based relationships and trauma-informed practices. By developing individualized life plans and connecting participants with essential resources, the Youth Empowerment Coach prepares youth for meaningful civic engagement and leadership. This role also involves collaboration with community organizations, stakeholders, and law enforcement to promote safety and drive positive change.

Impact Goals:

- **Build Capacity and Representation:** Enhance the ability of city and Community Based Organization programs to serve youth effectively and elevate youth representation in civic governance.
- **Boost Educational and Career Opportunities:** Foster academic success and increase youth access to internships, jobs, mentorship, and life coaching.
- **Expand Youth Engagement:** Increase participation of hard-to-reach youth in programs and facilitate positive interactions with public safety professionals.
- **Elevate Civic Representation:** Ensure diverse voices of BIPOC youth are represented on advisory boards and decision-making bodies.
- **Support and Protect:** Keep transition-aged youth safe, out of the justice system, and on pathways to success.
- **Violence Reduction and Prevention:** Focus on reducing violence in high-risk communities through targeted interventions with high-risk youth, helping them develop life plans and access vital resources.
- **Community Empowerment:** Foster a sense of empowerment and ownership within communities by engaging youth in violence prevention and community-building efforts.
- **Increase Community Collaboration:** Strengthen partnerships between community organizations, law enforcement, and youth-serving agencies to create a coordinated support network for youth at risk of involvement in violence.
- **Promote Community Healing and Safety:** Utilize violence prevention strategies to reduce community tensions and mediate conflicts while strengthening connections to restorative practices.

Key Responsibilities

Youth Engagement & Mentorship:

- Mentor youth in high school programs and facilitate group activities aligned with program goals.
- Build trust-based relationships with high-risk youth and families through consistent engagement and personalized support.
- Develop and implement individualized Life Plans focusing on safety, education, career development, and personal growth.
- Provide phase-based follow-up tailored to participant needs, including regular communication and in-person meetings.

Violence Prevention & Outreach:

- Respond to incidents of violence to mediate tensions, provide immediate support, and discourage retaliation.
- Conduct hospital visits for victims to offer services and build rapport.
- Attend community events, correctional facilities, and outreach opportunities to engage high-risk individuals and networks.
- Act as a liaison between the community and violence prevention services to foster safety and empowerment.

Leadership Development & Community Engagement:

- Coordinate youth leadership programs and facilitate workshops on conflict resolution, resilience, and advocacy skills.
- Organize outreach efforts and engage youth in community events and activities.
- Build partnerships with first responders, city departments, and community organizations to address youth needs and enhance collaboration.

Data Management & Administrative Support:

- Collect and track program data to evaluate outcomes and drive continuous improvement.
- Perform administrative tasks such as managing calendars, progress notes, email communication, registration processes, and meeting documentation.

Event Support & Representation:

- Contribute to the success of city and community events by representing the program's mission and increasing visibility.
- Support planning and coordination to ensure effective outreach and engagement during events.

Qualifications:

- Bachelor's degree in Social Work, Education, Youth Development, or a related field or equivalent experience.
- 2-3 years of experience working with youth in a mentorship or advocacy capacity.
- Proven ability to engage hard-to-reach youth and foster positive relationships.
- Strong organizational and project management skills.

- Experience collaborating with diverse stakeholders, including public safety officials, city staff, and nonprofit organizations.
- Knowledge of youth development principles, particularly in supporting BIPOC and underrepresented communities.
- Exceptional communication and interpersonal skills.
- Lived experience in high-risk communities or personal involvement in violence prevention efforts.
- Willingness to be trained as a violence interrupter and work flexible hours, including evenings and weekends.
- Multilingual abilities (preferred but not required).
- Training in conflict resolution, restorative practices, or crisis intervention.
- Youth Empowerment Coaches are required to participate in the following training programs provided by the city or partner agencies:
 - Trauma-Informed Care Principles.
 - Conflict Resolution and De-Escalation Strategies.
 - Advanced Life Coaching for At-Risk Youth.
 - Restorative Justice and Violence Interruption Models.

Core Competencies:

Cultural Competence: Ability to work effectively with diverse populations.

Problem Solving: Aptitude for identifying and resolving issues in high-pressure sensitive situations.

Leadership: Capable of guiding youth toward success and modeling civic engagement.

Trauma-Informed Practice: Recognize and address the effects of trauma on youth, incorporating healing-focused approaches into all interactions.

Ethical Responsibility: Builds and maintains trust with youth by upholding confidentiality and transparently adhering to mandated reporter responsibilities to ensure safety and open communication.

Employment Type: Part-time, Temporary through August 2025

Compensation: \$25-35 hourly wage based on experience

Our Commitment

We are committed to fostering a supportive work environment where all team members contribute to our shared mission of community enrichment and organizational excellence.

Pal Center is an equal-opportunity employer committed to diversity and inclusion in the workplace. We encourage individuals from all backgrounds to apply.

How to Apply:

Please submit your resume and a cover letter outlining your qualifications and interest in the Youth Empowerment Coach role. Applications can be emailed to Jade@redwoodcitypal.org