



INSTITUTO FAMILIAR DE LA RAZA, INC.

Job Descriptions

Peer Counselor/Transitional Age Youth

Semillas de Paz (La Cultura Cura)

Salary range \$16.48 to 18.13 per hour

AGENCY DESCRIPTION

Instituto Familiar de la Raza, Inc. is a multi-service community health and social service agency with emphasis in serving the Chicano/Latino/Indígena community in San Francisco with a special focus on the diverse needs of the Mission District. Services include a wide range of mental health, HIV related services, and social services including health promotion, education, prevention, early intervention, case management, and psychological and psychiatric interventions as well as cultural/social and spiritual re-enforcement. The agency serves children, youth, adults and families. It has a rich history of working collaboratively with other agencies to meet the needs of the Chicano/Latino/Indígena community and other cultural/racial communities in San Francisco.

JOB and PROGRAM DESCRIPTION:

This position requires someone who can demonstrate cultural competency in addressing the diverse psychosocial needs of the Mission community including issues pertinent: to gender, race, language, sexual orientation and socio-economic status. The qualified applicant will provide service that include individual/family/group and community interventions, and provide linkage service to mental health and to violence prevention services.

The program offers a range of services and opportunities to youth and their families with a particular emphasis on individuals that have had contact with/or are at high risk of entering the juvenile justice system. Youth and families are provided with case management and mental health services in the community and have access to culturally oriented structured after-school arts and enrichment activities.

Essential Job Duties are but not limited to the following:

- Plan and implement educational and recreational activities for youth, including co-facilitation of support group
- Participate in designated outreach activities including but not limited to late evenings outreach efforts, including linkage and referral monitoring
- Provide peer to peer support mentoring to youth
- Deliver follow-up and monitoring of service plan for program participants
- Conduct school, home and community visits
- Attend juvenile court proceedings as needed
- Document all encounters/contacts in the client records and maintain statistical data as requested
- Complete monthly reports to Program Manager and to funding sources when needed
- Participate in inter-agency trainings, collaborative meetings, and other meetings and events as requested

Required Skills:

- Bilingual English-Spanish
- Minimum two years of experience providing services to youth in and out the juvenile justice system
- Must have knowledge and sensitivity to issues of diversity in the Latino/Chicano community, especially around sexual orientation, culture, language and gender
- Ability to work a flexible schedule at multiple locations as needed. This position requires late evenings and weekend hours

Instituto Familiar de la Raza, is an equal opportunity employer, and does not discriminate on the basis of race, culture, age, disability, gender, or sexual orientation. People of color are encouraged to apply.

- Knowledge of youth services and restorative practices
- Experience with collaborative work

Preferred Skills

- Bicultural competency

EDUCATION, CERTIFICATIONS AND LICENSES

High School Diploma
Must pass and maintain annual Tuberculosis Test
Must pass Department of Justice Fingerprint screening
Complete annual recurrent on-line training

COMPENSATION:

This is a full-time position with benefits: scale of pay is \$16.48 to 18.13 per hour. Rates of pay are based on a full time equivalent of 35-hour per week.

All full time positions at IFR are able to participate in health benefits, dental coverage, and access to vision plan, paid vacation, sick leave, paid holidays, and on-going opportunities for learning.

PHYSICAL DEMANDS:

The physical demands described here are representative of that which an employee encounters while performing the essential functions of this job. Reasonable accommodations can be made to enable individuals with disabilities to perform the essential functions

- Working with children and youth involves extensive physical activity, mental alertness and enthusiasm
- Good general health, physical stamina and emotional stability are essential
- Ability to hear within normal range, and communicate effectively in person or via telephone in a manner which can be understood by those with whom the person is speaking, including a diverse population
- Requires physical ability to sit at key board for long periods of time and manual dexterity to operate word processing equipment with skill, speed and accuracy
- Ability to move quickly to address emergency or potentially dangerous situations
- Ability to move about the building and the organization as needed
- Ability to use public and/or private modes of transportation, duties are office based, but travel to various offsite venues is required
- Must be able to work outdoors in various types of weather conditions
- On occasion must lift up to 35 LBS

Please send your resume to: *Please note, resume without a cover letter will not be considered, thank you.*

ana.esquivel@ifrsf.org

Ana Varinia Esquivel
Human Resource Manager

Instituto Familiar de la Raza, is an equal opportunity employer, and does not discriminate on the basis of race, culture, age, disability, gender, or sexual orientation. People of color are encouraged to apply.