

BVRS Youth Engagement Coordinator Job Description (Draft)

Baybrook Violence Reduction Strategy (BVRS) is a partnership among neighborhood residents and providers aimed at reducing violence in the Brooklyn, Curtis Bay and Brooklyn Park neighborhoods. The partnership is being spearheaded by the Greater Baybrook Alliance (GBA), a community development corporation that works cross-jurisdictionally within the Baybrook area (Brooklyn and Curtis Bay in Baltimore City, and Brooklyn Park in Anne Arundel County).

Between 2018 and May, 2021, there were a total of 146 firearm crimes in Brooklyn and Curtis Bay, with homicides and shootings accounting for 38 percent of these crimes. In Brooklyn Park there were a total of 239 crimes of serious violence (homicide, rape and robbery), and 8 total homicides. In addition, between 2016 and the first half of 2021, 86 Baybrook youths ages 15 to 18 were either a victim or perpetrator of firearm violence.

The Baybrook Violence Reduction Strategy (BVRS) aims to reduce violence in the Brooklyn, Curtis Bay and Brooklyn Park neighborhoods by 15 percent within two years of implementation. The BVRS also aims to increase collective efficacy (social cohesion and willingness to intervene among neighbors) by 20 percent within the same time period. In order to achieve these results, GBA aims to build Baybrook's capacity to deliver intensive case-management services using a life coaching model to a cohort of 20 youth ages 15 to 18 who are at the highest risk of being most impacted by and involved in violence. GBA also aims to direct its community development resources into violence hot spots and other key geographic priority areas (such as commonly traveled routes to school). GBA will build this capacity by bringing key system and neighborhood stakeholders together to: (1) identify youth to participate in life coaching services; (2) identify and fund critical gaps in local services targeted to youths most impacted by and involved in violence; and (3) utilize the SARA model (Scanning, Analysis, Response and Assessment) to develop and implement youth-engaged environmental design solutions within violence hot spots (BVRS Priority Areas).

Summary of the Position: This position supports the mission of the BVRS by identifying opportunities to increase collective impact among neighborhood-based youth serving organizations and neighborhood residents. The Youth Engagement Coordinator will work to build relationships with Baybrook's youth, families and neighborhood partners. The Youth Engagement Coordinator will identify and develop resident leaders (especially youth) in the community, and will create opportunities for young people ages middle school through young adult to connect to positive adults, peers, programs and activities. This Youth Engagement Coordinator will work closely with Baybrook neighbors, especially young people, and strive toward the development of a youth-led, adult supported framework for youth engagement within the Baybrook neighborhoods.

Position Responsibilities

- Work closely with the BVRS Leadership Team to develop and track youth engagement goals and objectives as it relates to the BVRS strategy.
- Identify, work closely with, and provide leadership development opportunities to neighborhood youth who can represent the needs, priorities and interests of youth ages middle school through young adult in the community

- Build relationships with youth, families and GBA's youth-serving neighborhood partners in order to expand the opportunities available to youth, young adults and their families.
- Identify opportunities for GBA to partner with youth, families and youth-serving neighborhood partners on community development projects and initiatives within the BVRS priority areas. These projects should focus on connecting to pro-social peers, access safe spaces and participating in positive and healthy programs and activities.
- Support GBA's youth-serving neighborhood partners in achieving their programmatic goals
- Be a champion for youth and advocate for policies, practices, and efforts that support their overall healthy development

Additional Qualifications

Interest in and commitment to positive youth, family and community development, as well as overall community health and safety. Resident of Brooklyn, Brooklyn Park or Curtis Bay strongly preferred. Bilingual English/ Spanish language speaking and bicultural a plus. Experience working with youth in community building, and youth development preferred, or equivalent combination of experience and training.

- Ability to thrive independently as part of a dynamic team in a growing organization
- Ability to build rapport with diverse groups of young people and their families, residents of Brooklyn, Brooklyn Park and Curtis Bay strongly preferred
- Willingness to set aside own ideas to be open to recommendations from youth in order to move towards a truly youth-led, adult-supported process of engagement in the neighborhood
- High level of professionalism
- Strong written and verbal communication skills
- Excellent listening skills, and ability to extract and synthesize key themes
- Innovative and creative; ability to be flexible and adaptable based on neighborhood, youth and family priorities and needs
- Comfort in community settings with diverse partners and stakeholders
- Excellent organization and planning skills, with attention to detail
- Ability to commit to a flexible schedule, including weeknight and weekend commitments
- Spanish language proficiency a plus

Salary and Benefits:

The Youth Engagement Coordinator part-time, 10-hour per week position that is a grant funded position that will last for one year and be compensated \$10,000. This position does not include a benefits package. This position may be expanded to additional hours-per-week and/or additional years depending on the availability of additional resources.

To apply:

Cover letter and resume should be submitted to Daisy Heartberg at apply@greaterbaybrookalliance.org