

## Position Description – Youth Counselor/Advocate

**Position Summary:** The Youth Counselor/Advocate is responsible for identifying and responding to the needs of LGBTQ+ youth, including victims of violence, by providing direct support and advocacy services, developing and delivering youth programming, and facilitating culturally responsive community services.

**Reports to:** Manager of Youth Programs

### Responsibilities:

- Screen youth (ages 13-24) for client-based services; Connect individuals and families to information and community-based resources; Provide trauma-informed counseling, advocacy and support to youth and impacted by sexual assault and abuse, intimate partner violence, domestic and family violence, physical assault, bullying, harassment, stalking, human trafficking, and hate and bias-motivated crimes.
- Engage with law enforcement, criminal justice systems and resources available to crime victims; Provide safety planning skills to youth and young adults.
- Participate in leadership and delivery of the Center's youth drop-in program and other youth-specific groups, activities and events, and supervise the engagement of volunteers in this work.
- Identify and develop educational workshops and resources addressing the needs of youth program participants.
- Develop and advance organizational partnerships and collaborative projects in support of client needs.
- Provide training, education and outreach to various service providers, community members and those interested in accessing youth program services.
- Serve as an ambassador and Center spokesperson regarding the Center's mission, philosophy, programs and services including at community events and Center functions, through outreach tabling at resource fairs, and on select committees/work groups.
- Create a welcoming, inclusive and safe environment for visitors to the Center.
- Participate in staff meetings and provide overall Center supervision on a rotating basis.
- Generate written documentation of work including client case notes, outreach and program activity summaries, and grant-related reports
- Participate in service delivery and program assessment-related activity.
- Support organizational fundraising efforts.
- Other duties as assigned.

**Qualifications:**

- Master's Degree in Social Work, Counseling or related human services field preferred; Comparable knowledge, skills and experience may be accepted; Bachelor's Degree required.
- Experience working with youth and providing counseling or advocacy to individuals; Applied experience in a dynamic, urban youth-serving setting preferred.
- Knowledgeable about the diversity of LGBTQ+ identities, cultures and communities, intersectionality, social and other indicators of LGBTQ+ individuals' mental health and holistic well-being, human development, identity development, and the provision of trauma-informed services to individuals and groups.
- Understanding and ability to effectively articulate clinical issues, concerns and needs of LGBTQ+ youth impacted by interpersonal violence including sexual assault and abuse, intimate partner violence, domestic and family violence, physical assault, bullying, harassment, stalking, human trafficking, and hate and bias-motivated crimes.
- Familiarity with Milwaukee-area social service resources.
- Excellent interpersonal skills; Demonstrated ability to communicate cross-culturally and work effectively with individuals and groups, including those with socially marginalized identities and experiences.
- Experience managing volunteers or supervising the work of others.
- Ability to inspire trust and respect among colleagues and external partners; Able to maintain privileged client information.
- Ability to embody a commitment to cooperation, collaboration and mutual respect.
- Ability to work independently and as part of a team within the parameters of the program, and to work in a changing environment where there is frequent exposure to stressful/crisis situations.
- Excellent written and oral communication skills; Experience with public speaking, delivering educational trainings and facilitating group activities.
- Organized and reliable; Proficient with current technology and communication systems as well as common office software and computer functions.
- Ability to work a variety of hours, including at night and during the weekend to meet client and agency needs.

*Milwaukee LGBT Community Center is an equal opportunity employer and will recruit, hire and promote qualified persons into all job classifications without regard to race, color, religion, national origin or citizenship status, sex, gender identity or expression, pregnancy, sexual orientation, age, disability, or military status.*