



Resilience House Floor Supervisor

HOW TO APPLY: Send resume and cover letter to resume@bridgeforyouth.org.

Our New VISION All youth feel safe, accepted, and supported.

Our New MISSION The Bridge for Youth centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships.

Our New VALUES

Patience - We give space for youth to make decisions on their own timeline in their own way. Love and Caring - We believe in acceptance, empathy, and non-judgment. Communication - We engage in intentional dialogue to understand each other's truths. Integrity - We actively learn, grow, and change to align our actions in equity and justice. Co-Creation - We seek connection to amplify the voice of youth and each other. Community - We stand together for youth and for each other.

Position Information

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| Position: Resilience House Floor Supervisor | Job Type: Full-Time |
| Classification: Non-Exempt | Reports to: Emergency Services Program Manager |
| Posting Date: February 22nd, 2024 | Closing Date: Open until filled |
| Compensation: \$23/hr to \$27/hr | |

Working Hours: Hours of position are Tues 12:30-8:30pm; Wed 12-8:30pm; Thurs 12-8:30pm; Fri 2:00-11:00 & Sat 12:30am-8:30pm. Participate in on-call support rotation as scheduled offering support and consultation to staff for all programs by phone occasionally on-site. Rotation of on-call duties is 24-hours a day for seven days.

Position Overview

Our vision is that all youth feel safe, accepted, and supported. The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships. For over 50 years, BFY has been at the forefront of addressing youth homelessness in Minnesota, positively impacting the lives of the most vulnerable youth in our community, through youth-centered programs that offer a pathway out of poverty and chronic homelessness.

This position functions as a supervisor of Resilience House, an emergency services shelter program, and is responsible for overseeing direct service staff by ensuring Resilience House floorwork creates a safe and secure place for youth in Resilience House.

We ask all staff to:

- ✓ Lead within a framework of agency values, philosophies, and goals, including team commitment and cooperation across BFY services and programs
- ✓ Emulate and enthusiastically promote the organizational culture as defined by the identified values statements and racial justice and equity opportunities of BFY
- ✓ Leads in building upon and strengthening a culture of establishing and nurturing relationships
- ✓ BFY believes in team, collaboration, and constantly developing a supportive and caring environment for each other. Sometimes we are asked to lean in above and beyond our position description and we enthusiastically do so

Benefits Information

- \$500 after 6 months of employment; \$1000 after 12 months of employment; \$1500 after 18 months of employment.
- Competitive health, dental, vision and ancillary benefits
- Company paid life insurance and long-term disability
- 403b (immediate contribution and vesting) with up to 4% match after one year of employment
- We have an amazing PTO offering! We offer:
 - 4 weeks of paid time off in first year of employment
 - 5 weeks of paid time off until third year of employment
 - 6 weeks of paid time off after 3 years of employment
 - 12 paid holidays + 2 floating holidays + 1 self-care day

Key Responsibilities

- Act as supervisor to direct service staff by participating in hiring, training, onboarding, ongoing supervision, team meetings and performance appraisals
- Support direct care staff in providing a therapeutic milieu utilizing the Nine Guiding Principles of youth work
- Develop and coordinate a variety of activities for youth in Resilience House
- Lead and facilitate therapeutic groups with youth in Resilience House
- Champion racial justice and equity within the organization
- Commit to own professional and personal growth in anti-racism
- Emulate and enthusiastically promote the organizational values as defined by values statements of BFY
- Ensure direct care staff are following organizational policies and procedures as well as Department of Human Services (DHS) and contract requirements
- Ensure staff compliance in safe and proper medication administration
- Monitor youth cases by verifying youth engagement and participation in Resilience House programming
- Maintain youth files by reviewing case notes, logging activities, monitoring and tracking progress toward youth goals
- Observe and evaluate progress towards goals; advocate for youth services; obtain additional resources; and intervene in crises as needed
- Assistant Program Manager in coordination of payroll
- Co-create and implement inclusive and holistic therapeutic programs and recreational activities geared toward youth who have experienced trauma
- Assist program management in licensing compliance monitoring, county billings and monitoring key deliverables
- Work together with shift leads and Program Manager to identify challenges, solutions and opportunities for Resilience House operations
- Assist in facilitating Resilience House staff meetings and trainings, as well as tracking annual trainings
- Plan monthly group activities for youth

Qualifications

- Required:
 - Three years of experience working with youth in similar setting and experience providing supervision
 - Must clear a background check

- Ability to demonstrate commitment to diversity
- Familiarity with and ability to use Microsoft Office applications (Word, Excel, Access, Powerpoint and Outlook) as well as CRM
- Hands on knowledge of record keeping in a digitized environment, expertise in text messaging and other digital communication methods.
- Preferred:
 - Bachelor's/AA degree in psychology, social work, or related human services field.
 - Bi-lingual (Spanish-English)
 - Valid driver's license, satisfactory driving record and insurance limits of \$100,000/\$300,000

The Bridge for Youth is an Equal Opportunity Employer committed to embracing diversity and individuality and opposed to practices which discriminate on basis of race, gender, sexual orientation, religion, handicap, disability, age, or nationality. We apply this policy of unbiased consideration not only to our employment practices, but also to any contractual opportunities. We are further committed to taking affirmative action to ensure these opportunities are accessible to individuals who meet the qualifications, and we encourage all interested parties to apply. EEO/AA.