



Youth & Family Advocate – Gloria’s Place

Our Mission

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.

Our 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-judgement.

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.

Our Commitment to Racial Justice & Equity

Position Information

Position: Youth & Family Advocate – Gloria’s Place	Job Type: Full-Time, Non-Exempt 1.0 FTE
Classification: Non-Exempt	Reports to: Case Manager Supervisor – Gloria’s Place
Posting Date: 1/17/25	Closing Date: Open Until Closed

Compensation: \$20 - \$23/hr

The Bridge for Youth utilizes an equitable & competitive compensation program and salary structure that includes regular Cost of Living Adjustments and raises. For this position, the salary range is \$20 - \$23/hr, depending on experience. This salary is non-negotiable beyond this range to counter pay inequality and uphold internal parity for salaries.

Position Hours: Hourly position including shift hours working evenings, weekend hours and some holidays.

Position also participates in on-call back-up rotation, as necessary and assigned.

Position Overview

The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth Bridge 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.

The Youth & Family Advocate (YFA) in Gloria’s Place is responsible for providing direct services to youth ages 15-17 who are pregnant and/or parenting in an emergency shelter setting. As a Gloria’s Place YFA, this position supports young parents and their children (ages 0-3) who are experiencing homelessness. This position works with a team to support young families in crisis as they work towards reunification with family or stable housing. This position operates within a framework of agency philosophy and goals, including team commitment and cooperation among services and programs.

Benefits

- Competitive health, dental, vision and ancillary benefits
- Company paid life insurance and long-term disability
- 403b (immediate vesting) with up to 4% match after one year of employment
- Up to 20 days of PTO first year of employment, in addition to 15 paid holidays
- Pet friendly

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.

Key Responsibilities

Programmatic

- Initiate, develop and maintain positive direct relationships with all youth ages 15-17 and their children (ages 0-3) from initial contact through their entire stay and including on-going or follow up contact
- Provide therapeutic support and coaching to the youth as they parent
- Provide direct milieu therapeutic strategies and techniques with the youth & their children in group and individual settings
- Professionally interact and collaborate with outside agencies and service providers to ensure that a continuum of care for the youth and their families is provide
- Provide direct care, supervision, support, guidance, role modeling, and coaching to the youth while working on the program floor
- Create, develop and carry out specific strategies and activities that coincide with the providing a sense of safety, security and stability for the youth and their families
- Co-facilitate and lead group sessions for youth in Gloria's Place program
- Provide screenings for services, administer assessments and intake services, document and report abuse (when necessary)
- Assist in providing youth their medications and recording all medications taken as directed by pharmacist/medical provider
- Assist in preparing and coordination of meals
- Adhere to all BFY policies, practices and procedures
- Respect youth confidentiality and demonstrate appropriate boundaries with youth and families at all times
- Supervise chores on the floor and assist in completing them as necessary
- Additional duties as assigned

Administrative Duties

- Participate in case management back up, as necessary and assigned
- Administer screenings, intakes and assessments
- Ensure information is accurately charted in each case file, case management plan is being followed and critical information is passed on to coworkers including entering information in the Client Records Management (CRM) system

- Assist in developing independent living skills and parenting curriculum
- Mentor and provide training to volunteers and interns when assigned
- Adhere to agency standards and procedures for scheduling, file work, and record-keeping
- Additional duties as assigned

Affirming Diversity/Culture

- Incorporate awareness of the gender, cultural, racial, social, sexual, and economic context of the persons seeking services
- Identify ways to address these issues, and develop approaches that are centrally concerned with issues of fairness and equity
- Seek consultation, training, and feedback from colleagues in order to advance skills in providing cross-cultural services
- Ensure that services are delivered with cultural sensitivity, proficiency and competence

Qualifications

Required

- Must have at least one of the following: Experience working with youth in a similar setting or Bachelor's or associate's degree in human services related field
- Demonstrated ability for commitment to diversity
- Demonstrated ability to work individually and with a team
- Demonstrates good communication skills orally and in writing
- Experience and ability to work with Microsoft Office applications (Word, Excel, Access, PowerPoint & Outlook) as well as Client Record Management (CRM)
- Hands-on knowledge of record keeping in a digitized environment, expertise in text messaging and other digital communication methods
- Must clear a background check
- Valid driver's license, satisfactory driving record and insurance limits of \$100,000 per person/\$300,000 per accident

Preferred

- Lived experience similar to the youth served by BFY
- Bi-lingual (English-Spanish) with high proficiency of verbal and written skills
- Bachelor's or associate's degree in youth development, nonprofit leadership, psychology, social work, or related human services field

To Apply

Submit cover letter and resume to resume@bridgeforyouth.org

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.