



Consultant Position
Training Coordinator for
Boston Violence Prevention Program

Leadership Role in High Impact Program

The Boston Public Health Commission is seeking a skilled consultant to design and implement a street worker training program. StreetSafe is a new program developed by The Boston Foundation in collaboration with a broad network of Boston agencies and organizations to address youth violence in Boston's high crime neighborhoods. The Boston Public Health Commission has specific responsibility for preservice training of a cadre of StreetSafe streetworkers and for inservice training of StreetSafe street workers and other street and youth workers serving the same target neighborhoods.

StreetSafe street workers lie at the heart of the StreetSafe intervention. Working in neighborhoods with elevated rates of community violence, including homicides and shootings, they will seek out and develop trusting relationships with youth and young adults who are gang-involved and/or have histories of criminal behavior or violence. StreetSafe objectives include reduced street violence in target areas but also include improved outcomes for individual clients around education, employment, health care, housing and relationships. Preservice training will prepare StreetSafe streetworkers to intervene in situations with potential to lead to violence first to prevent escalation, and then to engage participants in ongoing relationships. Inservice training will refine the skills and strategies of deployed street workers, and assure effective integration of StreetSafe activities with those of other programs deploying street and youth workers in StreetSafe target communities.

High quality training of StreetSafe street workers is critical. These workers will be entering into difficult situations in isolation; their training may be all that assures their safety and will certainly be key to their effectiveness in a uniquely challenging job. The Training Coordinator will work closely with Boston Public Health Commission Violence Prevention staff and with StreetSafe leadership to design and implement a training program that meets those needs. While the precise content and timing of training elements will be finalized once the Coordinator is in place, likely training topics include:

- Overview of the StreetSafe model as part of broader Boston violence prevention efforts
- Violence prevention techniques: conflict resolution and mediation
- Basics of youth work and case management
- Trauma and stress reduction
- Ethics and standards of conduct
- Documentation requirements and skills
- Self-care.

Qualifications

Required qualifications are:

- Knowledge of program development and implementation
 - Ability to conceptualize an overall training program
 - Ability to identify and coordinate effective trainers in varied topical areas
 - Ability to modify training plans to adapt to emerging needs
- Ability to work autonomously
- Ability to seek and synthesize input from multiple parties
- Ability to set and meet tight deadlines
- Ability to think strategically
- Commitment to social justice and a nonjudgmental approach to violence prevention
- Familiarity with principles of adult learning

Additional qualifications that are desirable but not required are:

- In depth knowledge of principles of adult learning
- Knowledge of the theory and practice of violence prevention
- Familiarity with Boston communities
- Familiarity with public and private benefits and services
- Familiarity with street, youth and/or case work methods

Job specifics

The Training Coordinator will work at least four days per week (.8 to 1 FTE) for an initial period to develop and oversee initial implementation of training. After that, employment may be reduced to two days per week (.4 FTE) depending on workload. The Coordinator will be supervised by the Director of the Division of Violence Prevention (DVP) at the Boston Public Health Commission. Space and support will be provided to the Coordinator at the Boston Public Health Commission as needed. The Coordinator will report to the Director of DVP weekly during the first two months of employment and at least semi-weekly after that; s/he will report quarterly or as needed to the StreetSafe leadership team.

Qualified applicants are invited to submit a resume and cover letter to:

Camille Kinds
Bureau of Child, Adolescent and Family Health
Boston Public Health Commission
1010 Mass Avenue
Boston, MA 02118

Questions may be directed to:

Camille Kinds
617-534-5757
Camille_kinds@bphc.org

Deadline:

Please submit resume and cover letter by April 24, 2009