TRINITY ALLIANCE OF THE CAPITAL REGION, INC.
LEADERS LEADING TROY YOUTH –
CURE VIOLENCE (SNUG)

Job Description

POSITION TITLE: Outreach Worker
RESPONSIBLE TO: Outreach Worker Supervisor

ACCOUNTABILITY OBJECTIVE:

NYSNUG is a strategic public health strategy to reduce and prevent shootings and killings in and around Albany and other communities in New York with a high burden of homicide. Skilled outreach workers are a key ingredient to the success of this initiative.

SPECIFIC ACCOUNTABILITIES:

Stopping shootings by doing all that is required individually and in a team to prevent all shootings in the neighborhood assigned, including:
- Getting to know all the highest risk persons and the people who know them
- Communicating to members of the community that Cure Violence is here to stop shootings and that they should inform the program when shootings or other violence might happen in order to intervene.
- Working to intervene in circumstances in which violence is likely, including possible retaliation.
- Working to understand why a shooting happened and to determine why it is that the team were not informed-developing strategies to be better informed the next time.
- Working to gain trust of the community and the highest risk persons so that they know why Cure Violence is present; namely to help prevent shootings and violence, and to help high-risk persons in any way possible.
- Calling for assistance when situations require it.

Full participation in Cure Violence, which includes:
- Anticipate and be responsive to Outreach Supervisor’s requests and needs.
- Continuously keep Outreach Supervisor informed as to what is going on (this includes: what is going right, what is going wrong and anticipating what might go wrong).
- Work as a member of a team- work together to ensure that shootings are reduced.
- Participate in all required training, planning and supervision sessions.
- Outreach to the community (individually and as a team member) to build strong relationships with youth, residents, businesses, and community groups.
- Identify youth who are gang members and those at-risk for joining gangs and intervening in their lives through case management to aid in solving current problems and preventing future ones.
- Serve as linkages and support for individuals to enhance their assistance and use of opportunities and programs in the community (job programs, GED, drug treatment, and mentoring).
- Advocate for youth through court testimonies, when necessary.
- Participate, as necessary, in organizing responses to shootings and increasing visibility when shootings/killings take place (developing networks with other outreach program workers to coordinate an inclusive and strategic response).
- Investigate causes of shootings/killings to assist in mediating situations and preventing retaliation between individuals and groups (working with the community, outreach programs to gain information that may be helpful in preventing additional killings) and provide documentation.
- Identify and defuse “hot spots” for shootings and violence (conducting eyeball surveys with residents to identify areas frequented by potential offenders) and provide documentation.
- Document shootings and other acts of violence prevented.
- Respond to shootings in other communities, when necessary.
- Document detailed client case notes and other duties as assigned.

REQUIRED KNOWLEDGE, ABILITIES AND SKILLS:

- Experience working with at-risk youth and gang members
- No pending criminal cases or prior convictions for sexual assault, child abuse or domestic violence
- Excellent communication skills
- Experience or training in crisis intervention
- Adherence to substance abuse policy.
- Knowledge of target communities
- Valid New York State driver’s license, insurance, and good driving record

I have read and understand my job description duties:

Employee Signature: _____ Date: ________________

Print Name: _____

Supervisor Signature: _____ Date: _____