



Position: Youth Advocate (Sexual Violence Prevention & Advocacy Focus or SVPA)

Mission & Vision: Founded in 1985, [Oasis Youth Center](#) transforms the lives of queer and questioning youth by creating a safe place to learn, connect, and thrive. Oasis envisions a world in which queer youth are valued in the community as strong, creative leaders. Oasis is a youth-adult partnership in which young people and adults come together for shared teaching, learning and action.

Scope of Work: The Youth Advocate, under the supervision of the Director of Leadership & Wellbeing, is responsible for implementing sexual violence prevention programming and advocacy services throughout Oasis.

The following duties are specific to the role of Youth Advocate (SVPA focus):

- Guided by the 9 Principles of Prevention,¹ lead O.P.E.N., Oasis's monthly peer education and prevention program. Includes marketing events, recruiting youth, training and coaching peer leaders and adult volunteers, developing programmatic content consistent with funding deliverables, evaluating program, and documenting lessons learned.
- Coordinate closely with the Project 13 Preventionist² to ensure continuity between O.P.E.N. and Oasis's middle school sexual violence prevention program.
- Deliver high quality and responsive advocacy support for youth and young adults who have been harmed by sexual violence. Navigate and advocate on behalf of individual youth across legal, juvenile justice, educational, child welfare, medical, and related systems to ensure youth are receiving necessary support.
- Develop and deliver workshops, educational activities, and awareness raising events to address root causes of violence against queer youth, including racism, sexism, homophobia, and transphobia. Activities engage a variety of audiences including youth, families, and the broader community.
- Staff Oasis's 24-hr emergency phone/ text line (rotated among trained staff). Deliver responsive sexual violence advocacy services to youth and young adults who are navigating questions or challenges about identity, homelessness, family rejection, feelings of depression, isolation, and violence at home or school.
- Oversee Oasis's Mental Health Voucher program through which Oasis connects interested youth who have been hurt or harmed by sexual violence to screened and supportive mental health providers. Recruit qualified mental health providers and convene providers quarterly for ongoing connection and learning.
- With Drop-In Coordinators, lead drop-in sessions during afterschool and evening hours Monday through Saturday. Duties include Center opening, staff check in, facilitation and programming, youth engagement specific to sexual violence prevention and advocacy

¹ The 9 Principles of Effective Prevention Programs were developed through multiple research studies as common criteria for delivering successful sexual assault prevention programs across the nation. Nation, M., Crusto, C., Wandersman, A., Kumpfer, K. L., Seybolt, D., Morrissey-Kane, E., & Davino, K. (2003). What works in prevention: Principles of effective prevention programs. *American Psychologist*, 58, 449-456. More online at <https://www.wcsap.org/prevention/concepts/9-principles-prevention>.

² Project 13 is Oasis's middle school sexual violence prevention program.

services, volunteer engagement, Center closing, documentation, and reflection.

- Plan and co-lead the annual Leadership Summit in November, ensuring that sexual violence prevention programming is infused throughout the weekend.

The following duties are shared across direct service staff members:

- Design and deliver engaging programming and activities focused on youth retention and return participation. For example, hosting movie nights, dances, convenings, and other programming that connects queer youth in a safe, healthy environment.
- Answer and respond to organizational emails and phone calls in a timely manner.
- Model a youth-adult partnership by creating and maintaining a welcoming environment, upholding and maintaining Oasis Community Agreements and related boundaries.
- Orient new youth members to Oasis by conducting intakes, explaining Community Agreements, assisting youth in finding programming that matches their interests, supporting youth in making return visits to Oasis, and connecting with youth when additional crime victim advocacy support is needed.
- Develop, coordinate, and support program facilitation, including but not limited to budgeting, program development, outreach, and evaluation.
- Using trauma informed care practices, engage and partner with youth and providers to ensure that youth have access to critical crime victim advocacy, crisis intervention, conflict management, and referral resources.
- Participate in monthly Oasis Bridge Builders community action council meetings and other community meetings.
- Document activities and services, and collect data in accordance with standards set by Oasis and our funding sources.
- Participate in development efforts to raise funds and awareness in support of Oasis.
- Other duties as assigned.

Permits & Training Desired:

- CPR and First Aid Training
- Food Handler's Permit
- Knowledge of Youth Program Quality (YPO) standards and outcome based evaluations
- 30-hour Basic Sexual Assault Advocacy Training (BSAAT) or related sexual assault or crime victim advocacy training.
- Mental Health First Aid and Trauma Informed Care
- WCSAP 5-hour sexual violence prevention training
- Please Note: New staff members will be provided with the trainings above over the first year of employment based on training availability.

Qualifications:

- 2+ years of volunteer, intern, or work experience with a queer youth program or other youth-serving organization.
- Bachelor's degree preferred; relevant volunteer and work experience will be considered.
- Ability to develop and maintain exceptional and consistent boundaries at Oasis and beyond while interfacing with hundreds of people annually.
- Group facilitation and public speaking skills with youth and young adult audiences.
- Experience with successful program creation, planning, and evaluation.
- Organizational and time management skills.

- Trauma informed care, crisis management, and conflict resolution experience.
- Willingness to seek, give, and incorporate feedback in support of continuous individual and organizational improvement.
- Ability to demonstrate proactive and innovative problem-solving.
- Demonstrated experience, ability and enthusiasm for working and identifying with queer youth of varying socioeconomic status, sexual orientation, gender identity, race, ethnicity, and faith backgrounds.
- Excellent written and verbal communication skills.
- A positive attitude and desire to grow professionally and personally.
- Proficiency in Google cloud-based suite (i.e. Google docs and spreadsheets) and Salesforce.
- Access to reliable transportation and the ability to travel throughout the county during after school, evening, and weekend hours, including to areas without transit systems.
- Flexible scheduling availability and willingness to work in a small-team environment.
- Available to attend one overnight weekend retreat annually in November.
- Please note: Because this position works directly with vulnerable youth, Oasis will conduct a required Washington State Patrol background check after the final interview process and before an offer of employment is made. Oasis will also check references prior to any employment offer.

Position Overview:

- Position requires a high level of physical activity including: moving throughout center during drop-in shifts; lifting items that weigh up to 30 lbs; moving throughout spaces at events; and routine rearranging and moving objects and furniture.
- Position is full-time (40 hours per week) and includes a generous Paid Time Off and benefits package
- Position reports to the Director of Leadership & Wellbeing.
- A typical work week will include a mixture of office/planning hours and direct program hours. View a [sample schedule here](#).

Organizational Overview:

- Oasis is a drop-in, support, and resource center for queer and questioning youth and young adults ages 11-24. Oasis delivers innovative, high quality programming, resources, and support spanning the advocacy/prevention/leadership development continuum.
- Oasis is primarily open for drop-in, programming, and service hours afterschool, evenings, and weekends Monday through Saturday. Oasis operates satellite programming in the Key Center area and is launching a Lakewood Satellite program.
- Oasis is fiscally sponsored by Pierce County AIDS Foundation (PCAF), a 501c3 not-for-profit organization. Learn more online at www.pcaf-wa.org.
- Oasis supports and engages employees in opportunities for training, advancement, and increased leadership at Oasis and beyond.
- Oasis values Accountability, Action, Communication, Positivity, and Seventh Generation Thinking.

Compensation and Benefits: This is a full-time, non-exempt position. Compensation for this position starts at \$42,500 annually, depending upon education and experience. Extraordinary employer-paid benefits package includes medical, dental, and vision coverage, life, short-term

and long-term disability insurance, employee assistance programs, paid holidays, and a generous Paid Time Off (PTO) plan.

How To Apply: Submit a cover letter and resume to Michelle Woo, Director of Advocacy and Wellbeing, jobs@oasisyouthcenter.org, by March 10, 2019. In your cover letter, please state your interest in this specific position, your experiences working with a diverse group of queer and questioning youth, and address any relevant sexual violence prevention and/or advocacy work or volunteer experience.

Equal Opportunity Employer: Oasis Youth Center and our fiscal sponsor PCAF (Pierce County AIDS Foundation) are proud Equal Opportunity and Affirmative Action Employers. We do not discriminate on the basis of ethnic origin, color, gender, gender identity, gender expression, marital status, sexual orientation, political affiliation, age, creed, religion, ancestry, national origin, or the presence of any sensory or physical disability, including HIV status. All interested individuals including people of color, women, persons with disabilities, and persons who are gay, transgender, or intersex are particularly encouraged to apply.

Candidates for employment should be aware that Oasis Youth Center is a unique work environment in which topics of identity are an integral part of our everyday work, and are often discussed openly. Individuals who are uncomfortable with such topics and discussions may choose not to work at Oasis.