



JOB ANNOUNCEMENT
RAYS Up Youth Life Coach
Full Time Position, 40 hours per week

RAYS Up promotes student success in school and in the community by providing one-on-one coaching, group support and skill building opportunities for middle and high school youth, with a high quality programming standard. RAYS Up students build self-awareness, confidence, and motivation to pursue their goals. Some students dream of being the first in their families to go to college, while others yearn to join the workforce after graduating high school. RAYS Up is there to support them in becoming happy, healthy young adults with a promising future ahead of them.

RAYS MISSION

Our mission is to strengthen the lives of children, youth and families by restoring hope and stability in the face of emotional conflict, substance abuse and poverty. In partnership with our community, we transform the lives of kids and families through comprehensive counseling, training and support.

Our vision is for all youth and families in our community to have the resources, support and strength they need to recover from substance abuse, mental health issues and other serious life challenges.

GENERAL RESPONSIBILITIES

The Youth Life Coach with RAYS Up provides a broad range of human services to middle and high school youth and their families, including individual coaching, group facilitation, case management, and family outreach to support the program's goal and agency's mission. This position works on-site within the Renton School District, and requires multidisciplinary collaboration with family, school and community partners. Strong candidates bring passion for and experience working with diverse youth facing systemic barriers. In addition, enthusiasm for social justice work and continual learning around anti-racism, oppression, and cultural competency.

Given the rights and needs of the vulnerable population we serve, Youth Life Coaches are asked to **commit to 2 years in the position**, and completion of the academic year whenever possible.

This is a full time, 40 hour a week position. Compensation DOE, full time benefits included and generous PTO. Candidates fluent in a Somali or Spanish encouraged to apply.

ESSENTIAL JOB FUNCTIONS

- Provide individual **coaching** to youth at-risk 2-4 times per month, covering topics such as identifying strengths and interests, identifying barriers to success, and setting SMART goals.
- Conduct **social skills groups** (8-10 youth) in school- and community-based settings.
- Plan and execute 6-8 **out-of-school activities** during the school year, and a five-week summer program, maintaining a safe environment for youth, staff and interns at all times.
- Provide **case management** services, including referrals to counseling, basic needs services and others to support youth and their families in developing stability and self-sufficiency.
- Maintain **collaborative relationships** with families, schools and /or community contacts to effectively monitor participant's progress, and advocate for participants' needs.
- Participate in agency **staff meetings** and other meetings pertinent to project participants.
- Maintain **client records** in accordance with agency policy and program contracts.
- Collect **data** as-needed to track program outcomes and complete **reports** to agency leadership and outside organizations in a timely manner.

- Participate in **Youth Program Quality Initiative** trainings and annual **self-assessment**, and consult with team in setting goals for program improvement. Consult on program design and curriculum revision when needed to reflect current youth culture and emerging community issues.
- Serve as task-supervisor for student **interns**, including modeling, training, assigning projects, monitoring workload, answering questions and evaluating the intern's performance in an effective and timely manner.
- Participate in **professional development** opportunities regarding anti-racism, oppression, and cultural competency and regularly assess own performance and program for related improvements.
- Perform other duties as assigned.

SUPERVISION

The Youth Life Coach is supervised by the Executive Director and is accountable to agency policies and procedures in addition to those held by the School Districts when he/she is working at a school location. For example, the YLC will adhere to district policy around background checks, dress code, building access and disciplinary procedures.

REQUIRED QUALIFICATIONS

- Experience working in youth development and/ or a BA degree in human services, social work, education or related field.
- Commitment to racial, social and economic justice including anti-racism work.
- Demonstrated ability to develop and maintain effective, professional relationships with youth, families, and multidisciplinary teams.
- Demonstrated success in working with youth, particularly in group settings.
- Demonstrated skills in oral and written communication.
- Strong interest and ability in working with diverse groups.
- Washington State Driver's License and proof of insurance.

DESIRED QUALIFICATIONS

- Two years experience in youth development.
- Experience working in schools or a non-profit human services setting.
- BA degree in human services, social work, education or related field.
- Knowledge of the Youth Program Quality Initiative and related YPQA assessment tool.
- Experience leading youth in experiential, recreational and service learning activities.
- Experience with parent outreach and engagement.
- Experience with curriculum development and implementation.

WORKING CONDITIONS AND PHYSICAL ABILITIES

Work is performed in an office setting at the agency's Downtown office and at various schools within the Renton School District. Some travel to offsite locations is required. The Youth Life Coach must be able to perform the essential functions of the job. Hand eye coordination and fine manipulation skills are necessary to operate computers and office machinery.

Interested? Please send a cover letter and resume. Please include in your cover letter what inspires your commitment to social justice work. Submit via email to hr@rays.org. Please include "Youth Life Coach Position + Your Name" as the subject. Mailed and faxed applications are also accepted. PO Box 1510, Renton, WA 98057, F: 425-227-8926

People of color, women and residents of Renton/Skyway/South End strongly encouraged to apply. Somali and Spanish speaking applicants also strongly encouraged to apply.

WAYS embraces diversity in all aspects of our work. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. We believe diverse hiring is essential to the quality of our programs. The more inclusive we are, the closer we are to our vision of a strong, hopeful and supportive community.