



Position Title: Restorative Practices Specialist

Area/Program Focus: Mental Health Services and Violence Prevention

Position Summary: This position has primary responsibility for the delivery of restorative practices training and coaching services designed to improve the outcomes of children, youth and families in schools. The RP Specialist will implement restorative practices and strategies to support community partners, community members and youth in a healthy response to community violence. In addition, restorative practices specialist will provide trauma education to community members.

Reports to: RTIPs Program Manager

Supervisory Responsibility: *n/a*

Responsibilities: All responsibilities will be in line with the Council on Accreditation (COA) standards including:

Overall Leadership:

- Leads on individual activity with assigned schools, developing specialized interventions and strategies as needed and participates in divisional decision making as a member of the Mental Health and Violence Prevention team.

Culture of Philanthropy:

- Conducts job responsibilities with skill and care and represents the work of the program, division, and agency to internal and external stakeholders as needed.

Essential Responsibilities:

- Work collaboratively with agency staff, schools personnel, and partner organizations
- Implement restorative practices training and community based coaching services.
- Design and facilitate restorative inquiry, conversation, meetings, circle and conferencing in partnership with participating schools and community partners
- Maintaining program data collection requirements

Success Metrics:

- Deliver training, coaching, and technical assistance that are responsive to constituent needs
- Participate in program and agency planning
- Conduct data and information gathering and recording on a weekly basis

Agency Culture:

The business and social environment we operate in today has changed. What worked yesterday may not work today and will likely not work tomorrow. To thrive, we must incorporate new ways of thinking and embrace new practices. As part of our individual and agency cultural change process, it is critical that all employees of Catholic Charities aspire to the following:

- A commitment to the agency's mission, vision, and values
- A commitment to excellence in everything we do
- A commitment to accreditation as well as performance and quality improvement
- A commitment to outcomes and measured results
- A commitment to innovation and to what is possible

Qualifications/Requirements:

- Social work, mental health, education and/or youth services education, training and experience.
- Skills and knowledge of restorative practices and restorative justice philosophy, approach and practices.
- Experience facilitating Peacemaking Circles of Support and/or other types of youth support groups.
- Willingness to participate in CCEB quality assurance activities as specified by the agency.
- Commitment to the mission and goals of Catholic Charities of the East Bay.
- Willingness to participate and contribute to agency quality improvement activities.
- Team Player
- Social work, education, or mental health experience is preferred.
- Knowledge of school based mental health counseling, trauma informed mental health services or positive youth development is preferred.
- Oral and written Spanish Language skills is highly desirable.

- Experience providing training in restorative practices highly desirable
- Ability to drive to and from schools and community meetings in personal vehicle.
- Valid driver's license, proof of insurance and access to reliable incurred vehicle
- TB test, Fingerprinting and background check with clearance to work with children and youth

Core Competencies:

- Demonstrated ability to provide culturally competent education and training and case management support to children, youth and families
- Cultural competence: African American, Latino, traumatized populations
- Ability to motivate, train, and “coach” school personnel, youth service providers, parents and community based organization to implement restorative approaches and practices.
- Ability to establish and maintain collaborative relationships with a variety of diverse professionals, para-professionals, school staff and community groups.
- Ability to partner with school staff and partnering organizations to address the needs of youth and their families.
- Computer skills a must; competency utilizing a client centered database.
- Ability to produce timely, clear and concise documentation.

Accountability:

- Accountable to the Division of Mental Health and Violence Prevention staff team, the Division Director and Program Manager, CCEB's leadership and Board, wider school communities, and program funders.

Benefit Status: Benefits include group medical, dental and vision insurance; 403(b) Plan, plus life and disability insurance, paid holidays, vacation, and sick leave.

Status: Regular full-time, Non-Exempt

TO APPLY: Please include the title of position in the subject line before submittal of cover letter and resume. Position is open until filled. Please send your cover letter and resume as follows:

Via Email: HR@cceb.org

Via Mail (preferred method of submittal):

Catholic Charities of the East Bay
 Attn: Human Resources
 433 Jefferson Street
 Oakland, CA 94607