



Job Posting

Bilingual Navigator

Organization Overview

The mission of Family Tree is to partner with all people to prevent and overcome the interconnected issues of child abuse, domestic violence and homelessness to promote safety, healing and stability across generations.

As a long standing non-profit human services agency, we are committed to empowering change and transforming the lives of vulnerable populations in our community. We aim to recruit and retain high-quality and diverse team members who share in our commitment and vision to empower people and transform our community through innovative and integrated services. We are also committed to investing in our team i.e., strive to pay a fair wages, offer competitive benefits, provide generous sick and vacation time, offer staff development along with believing each employee's unique qualities and experiences are the core of the organization.

Family Tree strives to value and uplift diverse and marginalized voices, to recognize and address the ways in which oppression impacts the communities with which we work, and to promote inclusion and equity.

Job Summary and Responsibilities

This bilingual position reports to the Residential Director of the Generational Opportunities to Achieve Long-term Success (GOALS). Provides safety, structure, crisis intervention, and advocacy for clients in a residential shelter utilizing a 2Gen Model working with both children and their caregivers. Support program participants in their current housing crisis and to provide supportive services in efforts to prevent future episodes of homelessness, using a low barrier model and connecting residents to community resources to address their stated needs and goals, which may include: physical and/or mental health, substance use, employment, education and financial well-being.

Example Activities

- Support clients in reaching their goals by assisting them in navigating resources and facilitating family support team meetings with their providers.
- Responsible for supporting families in achieving their stated goals to successfully achieve success in safe, stable housing, employment and family stability.
- Provide and document case management according to specific program(s) guidelines.
- Develop, monitor and revise housing stabilization plan with program participants.
- Engage both children and their caregivers in meaningful activities.
- Understand and adhere to Case Management best practices
- Work collaboratively with fellow team members and community partners.
- Promptly enter documentation and information into Client files and HMIS, as required
- Ensure a safe work environment and follow all safety procedures.
- Attend and participate in weekly staff meetings by offering input to other cases, including case coordination and case plan implementation.
- Ability to coordinate with other navigators including other shelters, along with other Family Tree staff in a cooperative manner that allows timely completion of work and to ensure smooth flow of work in programs/departments within the agency and the community.

Required Skills

- Ability to provide advocacy, crisis intervention and milieu management through a trauma informed lens.
- Must have a passion for working with diverse populations of individuals and families experiencing crisis.

- Ability to communicate with the family unit around family communication and/or conflict on a case by case basis. Ability to assess each child's needs with regard to the effect of trauma and knowledge of offer appropriate interventions and community referrals.
- Must have strong computer skills.
- Ability to multi task and have critical thinking skills.
- Understanding and application of generational trauma and trauma informed care.
- Bilingual Spanish

Preferred Education and Experience

- Requires a degree in a Human Services field (or equivalent work experience) or lived experience, and one-year experience in Human Services field (two years preferred.)

Job Details

Location: 15001 E. Oxford Avenue, Aurora, 80014

Program: GOALS

Full/Part time Status: Full-time

Hourly Pay Rate: \$21.46-\$25.75+\$1.50 bilingual differential

The base salary range represents the low and high end of Family Tree's hiring range for this position. Actual salaries will vary depending on factors including but not limited to range of experience, years of experience. The range listed is just one component of Family Tree's total compensation package for employees.

Benefits: Medical, dental, vision, supplemental insurance, retirement plan and retirement plan match, employer paid long-term disability, EAP, wellness program, paid sick and vacation time

Travel Requirements: None

Schedule: Varied schedule working evening hours

Working Conditions: This position works in a residential shelter with families and children requiring coverage 24 hours a day 7 days a week. The schedule may include days, evenings, and weekends.

Equal Opportunities and Accommodations

Family Tree is committed to building a workplace where inclusion is not only valued, but prioritized. We're proud to be an equal opportunity employer, seeking to create a welcoming and diverse environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, family status, marital status, sexual orientation, national origin, genetics, neuro-diversity, disability, age, or veteran status, or any other non-merit based or legally protected grounds.

Family Tree is committed to providing reasonable accommodations to qualified individuals with disabilities in the employment application process. To request an accommodation, please contact Human Resources at 303-403.5884, or by email at dberridge@thefamilytree.org

Fair Chance Hiring

We value diverse experiences, including those who have had prior contact with the criminal legal system. We are committed to providing individuals with criminal records a fair chance at employment.

For more information about Family Tree and other open positions please go to www.thefamilytree.org/careers.

To apply for this position or other positions please send your resume to hrjobs@thefamilytree.org