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Job Posting

Overnight Family 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.

Recruiting and Retention Bonus

Family Tree is offering a \$300 hiring bonus paid on the first paycheck after hired. In addition, Family Tree is offering a retention bonus of \$500 after 12 months of employment and \$700 after 18 months of employment.

Job Summary and Responsibilities

This overnight position provides support, structure, crisis intervention, and advocacy for residents in a residential setting using a 2 Generational or multi-generational approach. Assist families in navigating systems and connecting to resources such as parenting education, employment, youth development, education, physical and mental health services. Support a residential community for parents and children that is strengths-based, trauma informed and resident centered. Coverage may include days and evenings. Must demonstrate a commitment to serving and working with diverse groups of people.

Example Activities

- Using a trauma informed approach, support clients in reaching their goals by assisting them in navigating resources and facilitating family support team meetings with their providers.
- Complete changeover documentation in GOALSconnect Database and other written information regarding client issues.
- Provide information, referral, and advocacy to current and prospective shelter program participants.
- Complete safety checks at the start of each shift and throughout the shift if higher levels of concern exist.
- Review all communications from team meetings, changeover notes, emails from team, Teams Channel updates, etc. to keep up to date with residential operations.
- Complete assigned tasks for overnight staff including stocking supplies, inventory, attendance charts, cleaning and managing residents that are up past curfew.

Required Skills

- Ability to work effectively with persons in crisis and trauma from diverse populations
- Ability to identify and assess community resources and guide clients to navigate resources to help accomplish their goals
- Ability to work from a strengths-based, client-centered, and inclusive approach

EMPOWERING CHANGE. TRANSFORMING LIVES.

- Ability to build positive relationships with clients, community, and team
- Ability to think critically and make difficult decisions
- Ability to learn quickly, attend to details, and adapt well to change.
- Ability to use computer proficiently, including web-based database platforms and Office 365.

Preferred Education and Experience

- Lived experience and/or professional experience working with vulnerable populations preferred
- Education in a human-service related field (social work, psychology, etc.) preferred

Job Details

Location: 15001 E. Oxford Avenue, Aurora, 80014

Program: GOALS

Full/Part time Status: Part-time, 32 hours a week.

Hourly Pay Rate: \$20.21-\$24.27 plus .72 for overnight 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: Overnight-Friday, Saturday, and Sunday 9:00 PM-7:00 AM

Working Conditions: This position works in a residential program with people experiencing homelessness and their children requiring coverage 24 hours a day 7 days a week.

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