



8 Mulberry Rd. Selma, AL 36703

334-526-4539

[www.SCNTR.org](http://www.SCNTR.org)

## **Job Description**

### **Nonviolence Street Outreach Worker (SOW)**

**Timeframe to apply:** Open until Filled

**Salary:** Based on Experience

**Start Date:** ASAP

*The Selma Center for Nonviolence, Truth and Reconciliation (SCNTR) is an Alabama-based 501(c)(3) nonprofit corporation, with a mission to partner with institutions to promote love, the establishment of justice, and build the Beloved Community. The Center is committed to transforming and healing the root causes of physical, political, psychological, environmental, economic and racial violence at personal, family, community and systemic levels.*

#### **Background:**

Today SCNTR seeks a passionate, empathic, creative and relentless Nonviolence Street Outreach Worker to work as a team member at SCNTR, a leading organization in reducing violence, particularly street-level violence. SCNTR's client base are individuals that are most likely to be shot, shoot, commit a violent crime or have been the victim of violent crime. A Nonviolence Street Outreach Worker (SOW) will be a member of the team that reports directly to the Director and Assistant Director of Nonviolence Street Outreach Workers. Nonviolence Street Outreach Workers utilize their understanding and familiarity with street dynamics of youth crews and gangs, in ways that help gather information, understand a conflict's dynamics, control rumors, reduce retaliation, prevent conflict from erupting, communicate nonviolent messages to active crew members, and when possible connect them to positive skill based and mentoring outlets.

The SOW Team is expected to work a minimum of 40 hours and operate an on-call schedule and adhere to strict protocols and policies. Long nights and weekends are not uncommon, as violence routinely occurs outside of "normal" business hours. NVI-SOWs need to have the skills to operate in many different settings and be able to build trusting relationships with individuals that are prone to violence. All SCNTR staff members are trained in MLK's Nonviolence Theory and SCNTR's logic model. It is the expectation that all SCNTR staff members constantly are studying and practicing living a nonviolent lifestyle. This position offers the right individual an opportunity to impact the future of a vibrant and critical community organization.

#### **Responsibilities:**

- Be a productive member of SCNTR's staff
- Maintain a nonviolent lifestyle by embracing the philosophy

- Available to be On call 24/7 for violence-related incidents
- Respond to area hospitals as needed and/or directed
- Conduct daily outreach to proven-risk individuals in various locations to specific groups or assigned clients
- Broker services for clients through coordination and referrals within SCNTR and other agencies
- Provide support, overall problem-solving assistance and advocacy on behalf of SCNTR clients
- Maintain a small client caseload – based on SCNTR Risk Assessment
- Keep updated client information in SCNTR Database - submitted daily
- Maintain intake, assessment, and referral system
- Develop individual service plans to meet client needs
- Maintain high-quality communication with management of SOWs and SCNTR
- Provide specialized programming as needed
- Assist or conduct Nonviolence Trainings as needed

**Qualifications:**

- High School Diploma or GED required (Case Management or some college preferred)
- Submit to a full intense background check
- A valid driver’s license, have daily access to a registered and insured vehicle - required

Qualified applicants for this life-changing position, please send a cover letter and resume to [info@SelmaCNTR.org](mailto:info@SelmaCNTR.org). Subject: Street Outreach Worker.

The Selma Center for Nonviolence, Truth, Reconciliation encourages a diverse work environment and is an equal-opportunity employer. SCNTR highly encourages BIPOC to apply for all positions.