



Embracing Freedom

The Brandice Drop-In Center - Youth Advocate

POSITION SUMMARY

The Youth Advocate serves as a primary support person for young survivors of labor & sex trafficking, providing direct advocacy, crisis intervention, safety planning, and connection to resources. This position requires a deep understanding of trauma-informed care, commercial sexual exploitation dynamics, and the complex needs of trafficked youth. The Youth Advocate works collaboratively with a multi-disciplinary team to ensure youth receive comprehensive, culturally responsive services that promote healing, safety, and self-determination.

Direct Service & Advocacy

- Mature Christian Faith, as evidenced by participation in a local Christian Church
- Through commitment to the vision, mission, and values of Embracing Freedom
- Provide at least 3 references
- Provide immediate crisis intervention and emotional support to youth experiencing trafficking situations or related trauma
- Conduct comprehensive safety assessments and develop individualized safety plans
- Respond to crisis calls and emergencies with appropriate de-escalation techniques
- Maintain crisis documentation and coordinate emergency response protocols
- Provide 24/7 on-call crisis support on a rotating basis with team members
- Conduct weekly individual meetings with assigned youth to assess needs and provide support
- Advocate for youth rights and needs across multiple systems, including healthcare, education, legal, and social services
- Accompany youth to court hearings, medical appointments, school meetings, and other essential appointments
- Assist youth in accessing basic needs, including housing, food, clothing, transportation, and identification documents
- Build trusting, therapeutic relationships with youth using trauma-informed, strengths-based approaches
- Complete comprehensive intake assessments and service plans within required timeframes
- Provide non-judgmental support that recognizes the impact of trauma on behavior and decision-making
- Engage youth in service planning and goal-setting processes
- Participate in multi-disciplinary team meetings and case staffings
- Monitor service plan implementation and adjust based on changing youth needs
- Maintain accurate, timely documentation of all youth contacts and services provided

- Document progress toward goals and barriers to service engagement
- Ensure all documentation meets regulatory requirements and organizational standards
- Maintain required certifications and complete mandatory training requirements
- Stay current on best practices in trafficking victim services and trauma-informed care
- Comprehensive understanding of commercial sexual exploitation and human trafficking dynamics
- Understanding of adolescent development and the impact of trauma on development
- Knowledge of local resources and systems, including child welfare, juvenile justice, healthcare, education, and legal services
- Excellent verbal and written communication skills
- Strong crisis intervention and de-escalation abilities
- Ability to build rapport and trust with youth who may be suspicious of adults and institutions
- High level of emotional intelligence and self-awareness
- Ability to maintain appropriate professional boundaries while being warm and supportive
- Flexibility and adaptability in a crisis-oriented environment
- Strong problem-solving and critical thinking abilities
- Ability to maintain confidentiality and handle sensitive information appropriately

Abuse Risk Management Requirements:

- Adheres to policies related to boundaries with youth
- Attends required abuse risk management training
- Reports suspicious or inappropriate behaviors and policy violations
- Follows mandated abuse reporting requirements
- Adheres to job-specific abuse risk management responsibilities
- Routinely monitors high-risk locations
- Ensures only authorized adults are allowed in the facility

Schedule

- **Primary Schedule:** Monday-Friday with flexibility for youth needs
- **Evening/Weekend Work:** Some evening and weekend hours required for crisis response
- **On-Call Duties:** Participation in 24/7 on-call rotation
- **Flexibility Required:** Schedule must accommodate youth availability and crisis situations

Benefits

- **Health Insurance:** Comprehensive health insurance available
- **Dental & Vision:** Comprehensive dental and vision coverage available
- **Paid Time Off:** Accrued PTO time plus 10 sick days
- **Professional Development:** annual training, conferences

Education & Experience

- **Minimum:** Bachelor's degree in Social Work, Psychology, Criminal Justice, Human Services, or related field
- **Experience:** Minimum 1-2 years direct service experience with vulnerable populations, preferably including trafficking survivors, runaway/homeless youth
- **Preferred Experience:** Experience with commercial sexual exploitation survivors

Licenses & Certifications

- **Required:** Valid driver's license and reliable transportation with Insurance
- **Preferred:** Trauma-informed care certification
- **Preferred:** Crisis intervention certification
- **Preferred:** First Aid/CPR certification

APPLICATION PROCESS

Required Application Materials

- **Resume:** Detailed work history and educational background
- **References:** Three professional references, including at least all supervisors' contact information, and at least three personal references with contact information
- **Transcripts:** Official or unofficial transcripts from degree-granting institutions

CONTACT INFORMATION

To Apply: Submit application materials to [info@embracingfreedombmt.com]

Questions: Contact Lexi Molina at 409-790-0798

Organization Website: embracingfreedombmt.com

Additional information:

While every application will be reviewed, only applicants being considered for the position will be contacted.

Upon hire, Embracing Freedom issues a 90-day probation period for new employees.

I have read and understood the job description.

Print Name: _____

Sign Name: _____ **Date:** _____