



## Youth Advisor

Milwaukee Christian Center – Violence Free Zone

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Interested candidates should email resume to [mcchr@mccwi.org](mailto:mcchr@mccwi.org) with “Youth Advisor” in the subject line.

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Qualified applicants will work as youth advisors in a high school setting within the Milwaukee Violence Free Zone (MVFZ) network. Youth advisors work as mentors, academic assistants, hall monitors, and staff/student or peer to peer mediators to assist in the establishment of order, minimize class disruptions, and reduce violence within the schools.

Youth advisors provide special attention to character building of “high needs” students as they are identified by school administrators, teachers, counselors, and safety staff. Youth advisors also work with families (i.e. parents, guardians, care givers) of “high needs” students to provide parenting education sessions, and education on available community resources.

### Violence Free Zone

Milwaukee Christian Center’s Violence Free Zone (VFZ) connects 550+ high school youth with mentors to build skills and resilience to resolve conflicts peacefully, achieve academically, and positively lead their peers at five MPS high schools

Reports to: Violence Free Zone Site Supervisor

Schedule: 40 hours/week, primarily during school day with occasional evenings and weekends

Pay Rate: \$16.00/hour

Location: Bay View, Bradley Tech, James Madison Academic Campus, Pulaski, and South Division High Schools

Benefits: Health and dental insurance, pre-tax flexible spending account, 403(b) defined contribution retirement plan with 3% match, generous paid time off package starting at 20 days per year for full-time employees (prorated for school-year employees), and expansive employee assistance program.

### Essential Duties and Responsibilities Include:

1. Assist school personnel in the monitoring and regulation of student conduct in large group settings such as the hallways, cafeteria, arrival and dismissal of students.
2. Advise youth of positive ways to manage conflicts and encouraging positive interaction with both peers and school staff.
3. Assist in the monitoring and maintenance of appropriate student conduct in assigned large group settings.
4. Manage a caseload of students whom school personnel identify as exhibiting conduct that is consistently disruptive or inappropriate.
5. Support and/or implement incentive programs to encourage good student conduct on a school wide basis.
6. Attend and participate in, as needed, relevant school wide meeting and events.
7. Encourage and assist youth to exchange negative behaviors for positive behaviors, and to access other school-based supplemental services, such as sports teams, after school enrichment activities, tutoring or formal guidance-office counseling.

- 7a. De-escalate, intervene, and physically restrain students, who are displaying violent behavior towards themselves, and others, including school faculty.
8. Engage in relationship-building strategies with “high-needs” and otherwise identified students so as to allow them to prevent student conflicts and incidents of violence or other serious disruptions before they occur.
9. Model appropriate communication skills and provide redirection techniques to address inappropriate behaviors that maintain the dignity of and respect for youth participating in the MVFZ movement.
10. Assist youth to cultivate positive alternatives to anti-social lifestyles, gang activity, or any activity that is counter-productive to achieving positive educational outcomes.
11. Comply with confidentiality, licensing, and legal requirements, as well as the school’s code of ethics.
12. Perform other duties such as assisting district personnel in the monitoring of in-school disciplinary settings (e.g. detentions, in-school suspensions, tardy room etc.) as time permits.
13. Comply with all program monitoring/reporting criteria as set by the MVFZ Quality Assurance Specialist.
14. Reach out to parents and other community-based individuals who are capable of positively influencing a student’s behavior.
15. Meet and network with police, local service agencies, and residents of the surrounding communities to address issues and promote opportunities that will improve the quality of the environment for the assigned school.

Qualifications Desired Include:

1. Passion for supporting young people.
2. High school diploma, HSED or GED at time of hire. If applicant is not in possession of High School diploma, HSED, or GED at the time of hire, applicant must take the steps necessary to receive such certification/documentation by the conclusion of the school year worked.
3. At least two years of experience in a youth service capacity.
4. Applicant must possess the ability to write reports and business correspondence. Applicant must also be able to effectively present information and respond to questions from groups of managers, clients, and parents.
5. Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Applicant must also understand basic components of recognized conflict resolution strategies so as to effectively deal with conflicts/problems that involve several concrete variables.

Work Environment

Milwaukee Christian Center is a multi-service organization that works to build strong neighborhoods full of opportunity. We approach that work through four core areas: housing, youth development, older adults, and food security – serving over 7,500 people each year. What began with American Baptist roots providing outreach to immigrants on Milwaukee’s south side in 1921, MCC now serves youth, families, and older adults of all races, ethnicities, religions, and ages throughout the city of Milwaukee.

The Violence Free Zone program operates within Milwaukee Public Schools. While performing the duties of this job, the employee will be standing or walking for most of the day. Candidates must also be prepared to intervene in verbal and physical altercations amongst students. The noise level in the work

environment is often high and pedestrian group traffic is constant. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions

Equal Opportunity Employer

Milwaukee Christian Center does not discriminate against any employee, applicant for employment, or client because of race, color, religion, national origin, sex, gender identity, sexual orientation, age, disability, veteran status, or other applicable legally protected characteristics. Milwaukee Christian Center is an equal opportunity employer.