



Young Women Empowered

1143 Martin Luther King Jr. Way Box #136 Seattle, WA 98122 | 206-519-2426 | www.y-we.org

Community Wellness & Mental Health Specialist Job Description

Reports to: Reagan Jackson, Y-WE Co-Executive Director

Hours: 40 hrs/week; 1.0 FTE

ORGANIZATIONAL SUMMARY: Young Women Empowered (Y-WE) delivers creative, innovative and transformative empowerment programs for diverse young women* in the greater Seattle region. We envision a society rooted in social justice, where all young women* live their truth, achieve their dreams, and change our world. Founded in 2010, we have grown from serving 50 young and adult women* annually to serving over 750 annually.

WHOM WE SERVE: Y-WE's mentorship and empowerment programs serve diverse young women*, ages 13-26, along with adult women* mentors, volunteers and participants in the greater Seattle area. Each year, we directly serve 750+ girls and women* and benefit 2,000+ community members. Of current Y-WE youth, first or second generation immigrants; 80% are of color; the majority are first or second generation immigrants; and most are from low-income backgrounds. Y-WE is majority women-of-color-led, including our Staff, Board, Mentors, and Youth Leadership Council.

** those who identify as girls or women or people who were assigned female at birth.*

COMMUNITY WELLNESS & MENTAL HEALTH SPECIALIST JOB SUMMARY: The Community wellness and mental health specialist is responsible for designing and implementing a robust social services referral and mental health coaching program for Y-WE participants, families, and community. They will guide our organization's mental health wellness initiatives and collaborate with all of our programs.

KEY QUALITIES: Skill & experience in navigating complex social service systems, experience and comfort providing one-on-one crisis intervention and mental health counseling, passion for advancing equity and social justice, embodied awareness of the profound impacts of systemic oppression and violence on the communities Y-WE serves, attention to detail & ability to keep confidential records

RESPONSIBILITIES:

Provide direct services and referrals to Y-WE Participants.

- Assist Y-WE participants & their families in accessing social services, benefits, and financial assistance as needed. Walk alongside them as they navigate



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systems for financial, housing, medical, and mental health assistance.
Coordinate mutual aid support.

- Participate in Y-WE programs several times a month to build community and connect youth with resources.
- Provide one-on-one and/or group mental health counseling to Y-WE participants based on a holistic, anti-oppression model. Develop individual treatment plans with each participant and their family as applicable.

Provide mental health & wellness education to the community.

- Design and implement one-off and ongoing group sessions addressing a variety of behavioral health issues and resources as needed (for example- a workshop on managing anxiety, a mental health first aid workshop).
- Provide hybrid (both online and in person) group sessions to Y-WE youth and families as requested and in line with issues arising in the Y-WE community. This can happen seasonally or as a stand alone program.
- Provide ongoing programming for parents & guardians in the Y-WE community, these sessions are to occur a minimum of once per month (currently online) and address issues that are important to families in the Y-WE community.

Provide mental health & wellness education to Y-WE volunteer mentors, facilitators, and staff members.

- Be available for consultation with adults in the Y-WE community when questions and concerns arise re: youth participants.
- Provide training to Y-WE volunteer mentors and facilitators on a regular basis re: issues of wellness and mental health that are impacting our communities.
- Provide comprehensive training to Y-WE volunteer mentors and facilitators, as well as the Y-WE staff team on risk management issues in serving teens and mandatory reporting. Support Y-WE staff, facilitators and teaching artists to integrate mental health and wellness best practices into their curriculum.

Participant tracking and case management.

- Document support administered to youth and families.
- Develop database infrastructure that is confidential, but also accessible to staff, to view and track the history of interactions with youth before engaging.



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TRAINING AND EXPERIENCE:

Education and Professional Background.

- Significant training and experience in and/or a degree focused on social work, mental health counseling, or psychology.
- In depth understanding of Washington state's child welfare laws & mandatory reporting requirements.
- A holistic background in providing mental health services through an anti-oppressive lens.
- Comprehensive understanding of Y-WE Programs or other youth programs.
- Knowledge of culturally relevant and developmentally appropriate practices for diverse youth (language, culture, race, physical ability, sexual orientation, etc.).
- Ability to speak a language other than English is helpful.

Certificates and Licenses. Note: Candidates with strong backgrounds who have not completed all trainings listed here could complete these trainings upon being hired.

- MSW or licensed therapist.
- Current valid Driver's License and a driving record with no more than one minor violation and speeding violation of more than 20mph over the limit.
- Pass Washington State criminal background check.

COMPENSATION, BENEFITS & HOURS:

- We anticipate the compensation will be between \$60,000-65,000 annually for an average of 40 per week. Includes office, remote, and field site location work. Flexible scheduling. Salary will be determined by Y-WE's pay transparency matrix.
- Your schedule will be determined based on program needs, but all typical Y-WE work activities will take place between 10am-6pm. You will be notified of all evening and weekend obligations far in advance.
- Reimbursement for travel to Y-WE events, meetings and programs (Pre-approval required. Commuting to the office is not reimbursable, though a public transport stipend may be negotiated if needed.)
- Fully paid medical insurance through Kaiser Health & Delta Dental.
- Simple IRA retirement plan with up to 3% match.
- Life insurance and short term disability coverage.
- Up to 3 weeks of accrued PTO per year.
- Y-WE cell phone & internet coverage stipends available to cover the costs of remote work.



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HOW TO APPLY:

- Please send your resume, cover letter, and two references to ywehr@y-we.org.
- We will begin reviewing applications immediately, with a priority application deadline of October 20th. Applications will continue to be accepted until the position is filled.
- Please send any questions about the application process to devin@y-we.org.