

Position Title: Peer Navigator – 2 New Positions!
Position Type: Part-time (20 hours per week), Non-Exempt
Reports to: Program Manager



Organization Description

Founded in 1988, the Lavender Youth Recreation & Information Center (LYRIC) provides supports and services to over 1,200 lesbian, gay, bisexual, transgender, queer, questioning (LGBTQQ) and allied youth (annually), 24 years old and under. LYRIC's mission is to build community and inspire positive social change through education enhancement, career trainings, health promotion, and leadership development with LGBTQQ youth, their families, and allies of all races, classes, genders, and abilities. The organization has a budget of approximately \$1.8 million and 16 full-time and 2 part-time employees. In alignment with LYRIC's Strategic Plan, the organization envisions: (1) schools that are transformed into safe, inclusive environments where LGBTQQ students can thrive and (2) a comprehensive network of community support to ensure successful progression into adulthood for Transitional Age LGBTQQ Youth. The organization works toward this vision by (1) uniting best practice with innovation to realize the organizational excellence needed to advance the field of LGBTQQ youth development and (2) growing community support that reflects a high level of partner investment in our mission, vision, and organizational sustainability.

Position Summary

Peer Navigators are skilled youth development practitioners who are passionate about HIV prevention, LGBTQQ youth leadership, and health equity. With our partner, the San Francisco AIDS Foundation (SFAF), LYRIC is launching a bold new PrEP (Pre-Exposure Prophylaxis) initiative to ensure that highly marginalized youth who are vulnerable to HIV have access to and can remain on a daily PrEP regimen. Peer Navigators will work in the field at a variety of locations, including the Dimensions Clinic and SFAF's Mobile Testing Unit (MTU). By conducting a range of services from community outreach and education to HIV test counseling and benefits navigation, Peer Navigators will play a central role in promoting the health and well-being of youth in our community.

Responsibilities

1. Under the direction of the Program Manager, develop and implement PrEP navigation services that are youth-centered, informed by research/best practices, and culturally relevant to LGBTQQ youth who are vulnerable to HIV.
2. Conduct community outreach and provider education to promote awareness of PrEP navigation services and decrease PrEP-related stigma within LGBTQQ youth communities.
3. Engage youth in learning about HIV prevention and forming supportive peer communities by facilitating HIV prevention retreats, community building groups, and other special events.
4. Conduct program orientations, intakes, and assessments utilizing multiple data systems.
5. Maintain detailed records of contacts with youth, case collateral related to navigation services, PrEP access timelines, and medication refill timelines.
6. Provide health coverage/public benefits counseling/enrollment, HIV/STI test counseling, accompaniment to appointments (e.g., public benefit offices, clinic visits, etc.), and other services that support initial uptake and daily medication adherence.
7. Maintain an active navigation caseload and proactively engage in evaluation/quality improvement activities in achievement of program department goals and contract deliverables.
8. Foster regular communication with the Program Manager and program staff to ensure up-to-date information sharing regarding individual participants and issues impacting our youth community.
9. Collaborate with program staff to support meaningful engagement of youth participants in program activities that follow Community Agreements.
10. Provide crisis intervention and conflict de-escalation as needed.
11. Build and maintain relationships with community-based service providers, school districts, youth

serving agencies, and community resources.

12. Support the design and implementation of programming.
13. Attend staff meetings as well as other organizational retreats and gatherings.
14. Support organization-wide grassroots fundraising campaigns.
15. Other duties as assigned.

Qualifications

Knowledge

1. Exposure to and commitment to learning more about positive youth development framework, youth-adult partnership frameworks and knowledge of LGBTQQ youth issues.
2. Exposure to and commitment to learning more about social justice, restorative justice, and systems change.
3. Exposure to and commitment to learning more about community driven strategies to address HIV/STI prevention among transgender, gender non-conforming and queer youth.
4. Knowledge of San Francisco and Bay Area resources, especially for LGBTQQ youth, youth of color and their families.
5. Broad and deep knowledge of LGBTQQ community and issues impacting LGBTQQ youth.
6. Current California Certification as an HIV Counselor required or ability to obtain certification within 6 months of hire.
7. Fluency in Cantonese, Mandarin, or Spanish, highly desirable.

Experience

1. At least one year of experience (paid or volunteer) assisting in the coordination of youth services within one or more of the following program areas—HIV test counseling, HIV prevention education, health/public benefits counseling, housing, workforce development, violence prevention, family support, leadership development, or youth organizing.
2. Experience with diverse models of working with youth (i.e. understanding of principles of youth development, youth-adult partnership, harm reduction, stages of change, positive sexuality).
3. Experience working with transgender youth, young women, youth of color, youth with disabilities, young men who have sex with men (YMSM), youth living with HIV, system-engaged youth, immigrant communities, youth engaged in sex work, youth who are experiencing homelessness, youth who are marginally-housed, and other historically marginalized groups.
4. Experience working with families of LGBTQQ youth.
5. Competent in working in a multiracial, multicultural, multi-gendered, and intergenerational environment.
6. Experience with data collection and reporting.
7. Experience developing effective collaborations with other agencies and communities.

Qualities/Attributes

1. Passion for and commitment to working with LGBTQQ youth.
2. Highly positive and enthusiastic style that motivates youth to achieve high standards, encourages peers to model LYRIC's organizational principles/leadership competencies, and supports supervisors and other leaders in guiding the work of the organization.
3. Ability to maintain highly confidential information. This position will have access to protected health information (PHI) and may only access, use or disclose the minimum information necessary to perform

their designated role on behalf of LYRIC, regardless of the extent of access provided.

4. Self-motivated and able to take initiative, manage, and complete multiple projects within deadlines and within budget.
5. Excellent written/verbal communication and facilitation skills.
6. Action-oriented with excellent problem-solving skills.
7. Highly organized and able to work in a fast-paced environment.
8. Ability to seek out, encourage, and exchange appreciative as well as developmental feedback with youth, colleagues, and supervisor.
9. Ability to identify and communicate needs for support.
10. Ability to foster a healthy work/life balance that supports the provision of high quality, sustainable programs and services for youth.
11. Ability to address challenges directly by de-escalating conflict and fostering mutual understanding.
12. On-going commitment to one's self-improvement/professional development and LYRIC's long-term sustainability.
13. Ability to walk up and down three flights of stairs multiple times per day, lift 20 lbs, and navigate various forms of transportation in the process of accompanying youth.
14. Ability to work evenings and weekends as required. As examples, Peer Navigators will work regular shifts at the Dimensions Clinic (Thursdays, 5-8pm), San Francisco AIDS Foundation's Mobile Testing Unit (hours vary), and various other venues with evening/weekend times.

Compensation

\$17.08 to \$19.61 per hour [DOE]. Benefits include:

- Full coverage of medical, dental, vision, and acupuncture/chiropractic insurance for employee;
- Annual, merit-based raises up to 5%;
- Generous holiday, vacation, sick, and personal leave;
- Annual \$800 Health and Wellness supplement and flexible schedule to support work/life balance; and
- Position may meet qualifications for Perkins Student Loan cancellation.

To Apply

To apply, please send an email to careers@lyric.org. Put "Peer Navigator" and your name in the subject line (e.g., Peer Navigator – Janet Jackson), and include as attachments (in pdf format only):

1. Cover letter with full contact information
2. Résumé

You will be notified when your application is received. We will contact you if we wish to talk with you about the position. Due to the high volume of applications we expect to receive, we ask that you **please do not contact us** about the position, unless we have contacted you and invited you to move forward with the application process. At that time, we will be happy to answer any questions.

The application process will include several steps:

1. Each applicant will be notified by email that the application was received.
2. A member of the hiring committee may call an applicant to discuss the position.
3. Selected applicants may be emailed several questions and asked to provide written answers.
4. Selected applicants may then be invited to come to LYRIC for an interview with members of the staff.
5. A second interview with an expanded hiring committee will be conducted as necessary.
6. An offer will be made to two applicants.

Applications are being accepted now and the position will remain open until filled. We will post a notice on the LYRIC website (www.lyric.org) when applications are no longer being accepted for consideration. Thank you in advance for your interest in the position.

Equal Opportunity Employer

LYRIC is an equal opportunity employer. Applications are strongly encouraged from women, people of color, immigrants, young people, lesbian, gay, bisexual, queer, transgender and genderqueer people, people living with HIV/AIDS, people with disabilities, and bilingual and bicultural people. Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.