



WEST PHILADELPHIA EMPLOYMENT OPPORTUNITY

Credible Messengers Job Description

Organization Description:

Mt. Vernon Manor Community Development Corporation (MVM) is a community-based nonprofit organization based in the West Philadelphia Mantua neighborhood. MVM is an affordable housing provider and serves as a hub for ongoing neighborhood revitalization and critical services that meet the needs of residents. MVM is leading the West Philadelphia Promise Zone's Building Opportunities for Lasting Dreams (BOLD) project, a comprehensive community violence intervention and prevention initiative. The MVM BOLD program aims to fill four (4) full time Credible Messenger positions.

Position Description

Building Opportunities for Lasting Dreams (BOLD) is a strategic evidence-based public health approach to reduce and prevent shootings and killings in the West Philadelphia Promise Zone neighborhoods with high levels of gun violence. BOLD Credible Messengers are a key ingredient to the success of the initiative and are instrumental to supporting both community norm change and positive behavior change among high-risk individuals ages 14 - 34. Major responsibilities include creating and maintaining close contact with a caseload of individuals at high risk for violence, mediating conflicts, canvassing, responding to shootings, community outreach and mobilization, identifying resources and linking participants to support, and accurately documenting all activities in a timely manner. Individuals must be comfortable with traveling and working at the community level in the West Philadelphia's Belmont, East Parkside, Mill Creek and Mantua neighborhoods where BOLD is active and during peak hours when conflicts and shootings are likely. This might involve working at the community level late evenings as well as over the weekends. The BOLD initiative strives to connect with individuals when the risk for gun violence is elevated.

Essential Job Functions

- Work individually and as a team to prevent shootings in the target neighborhoods.
- Identify and create a caseload of high-risk individuals, providing frequent contact, support, and mentorship and link them to opportunities and assistance programs in the community.

- When necessary, refer participants and/ or high-risk individuals to a range of services in a timely manner, follow up on progress and outcome, and collaborate with Mt. Vernon Manor staff and partners as needed.
- Connect participants with employment and resolve barriers such as transportation, obtaining identity documents and ensuring eligibility, scheduling, etc.
- Identify and diffuse “hot spots” for violence and prioritize individuals with the highest need for intervention, working closely with other Mt. Vernon Manor CDC staff and partners to refer to other team members and resources when needed.
- Anticipate individual and community needs and identify patterns within to adapt programmatic strategy and intervention response, while also ensuring interventions are suited to local context and participant need.
- Distribute and track BOLD public education materials in the target areas.
- Work to intervene in circumstances in which violence is likely.
- Conduct outreach to residents and community groups. Identify and build relationships with viable partner organizations, city agencies and programs, supportive businesses, and schools to create and maintain strong relationships and safety nets and expand the number and types of resources available.
- Investigate causes of shootings/killings to assist in mediating situations and preventing retaliation between individuals and groups.
- Attend vigils for shooting victims in the assigned area to support victims and community members and increase program visibility.
- Advocate for individuals through court testimonies, when necessary.
- Attend and assist in organizing community events and partnerships.
- Attend weekly community meetings and events as needed.
- Attend BOLD staff meetings and trainings.
- Timely documentation of all activities and prevented violence using designated tracking software to maintain accountability, support data reporting requirements, and facilitate presentations and publications.
- Provide accurate and detailed updates of the week's activities.
- Other duties as assigned

Experience

At least one-year experience working with at-risk youth and gang members and experience or training in crisis intervention. Must have valid PA driver’s license, insurance, and a good driving record.

Skills

- Excellent communication skills (written and verbal)
- Ability to connect with youth ages 14 to 34 year olds

- Masterful verbal communication skills
- Ability to remain calm in high-pressure situations
- Ability to deescalate inappropriate or threatening situations
- Ability to navigate relationships with people of diverse faiths, gender identities, etc.
- Proven community organizing abilities
- Extensive knowledge of the Belmont, East Parkside, Mill Creek and Mantua Philadelphia neighborhoods
- Proven ability to document programmatic activities
- Ability to Obtain Act 33 (Child Abuse) Clearances
- Excellent interpersonal and organizational skills
- Working knowledge of all applicable computer software

Please share your resume. Email to: Info@mvmcdc.org or drop off at Mt. Vernon Manor CDC, 631 N. 39th Street, Philadelphia, PA 19104 no later than September 15, 2023.

MT. VERNON MANOR IS AN EQUAL OPPORTUNITY EMPLOYER, COMMITTED TO DIVERSITY AND INCLUSION