San Leandro Unified School District
Department of Human Resources
Job Description

Gang Intervention Specialist

Classified Position

DEFINITION:

Under the direction of the principal, the gang intervention specialist assists youth identified as either potentially or currently gang involved. In coordination with school administration, counselors, parents and teachers, the gang intervention specialist supports youth and assists them in avoiding gang culture and involvement. The gang intervention specialist develops job skills, monitors educational progress, develops social-emotional and conflict resolution skills, engages students in service projects, refers students for supplementary services and promotes a positive relationship between identified youth and schools through individual and group mentoring sessions.

ESSENTIAL DUTIES AND RESPONSIBLITIES:

- Recruit and work with individual students to meet their educational needs and goals.
- Work as an advocate for gang-at-risk and gang-identified students.
- Collaborate with school related programs to align services for students.
- Coordinate with school administration, counselors, and parents on academic support services for gang at risk and gang-identified students.
- Provide general information regarding education issues to gang-at-risk and gang-identified students and provide staff development on gang-related issues.
- Engage students in community services and job training activities.
- Collaborate with school district personnel to verify school progress, grades, and attendance.
- Consult with campus counselors, school resource officers and probation officers.
- Support youth in school success and other pro-social activities (work, service activities, participation in school clubs).
- Meet periodically, both individually and in groups, with gang-at-risk and gang-identified students and parents during and after school.
- Complete logs and schedules relating to specific activities with each student, for use in annual reports.
- Implement anti-gang, conflict resolution, and other school success oriented curricula.
- Able to work a flexible schedule including evenings and weekends.
- Make presentations to faculty, parents, and community members.
- Perform other duties as required.

QUALIFICATIONS:

Ability to:

- Ability to work effectively with diverse district/school staff, parents, and community members.
- Safely restrain students and de-escalate volatile situations.
- Work with potentially high risk students.
- Prepare and maintain records, reports and files.
- Establish and maintain collaborative relationships with local agencies.
- Meet daily, weekly, monthly assignments, schedules, and timelines.
- Communicate effectively orally and in writing.

- Manage groups of students in active situations.
- Use appropriate judgment in reacting to diverse and emergency situations.
- Readily learn and apply pertinent procedures and functions under minimal supervision.
- Interpret and explain policies and procedures.
- Understand and follow oral and written directions in English.
- Organize and coordinate office activities.
- Schedule, coordinate, and facilitate meetings.
- Operate technology and modern office equipment.
- Drive vehicle to various locations throughout the Bay Area.

Knowledge of:

- Youth development
- Department operations and policies
- Interpersonal skills
- Techniques used in guiding and motivating students
- Effective oral and written communication
- Conflict resolution techniques
- Correct English usage
- Goals, policies and objectives of positive youth development and gang prevention
- Basics of group dynamics and personal safety
- Coordination of daily, weekly, monthly assignments
- Telephone and meeting etiquette
- Operation of office equipment and software
- Knowledge of local gangs and gang culture
- Passive restraint techniques
- Conflict de-escalation strategies

EDUCATION AND EXPERIENCE REQUIRED:

- A four-year degree from an accredited college or university (or equivalent) preferred
- Prior experience working with gang-involved youth
- Knowledge of gangs and gang culture
- Conflict Resolution training

PHYSICAL REQUIREMENTS:

- Require the mobility to stand, stoop, reach and bend
- Require mobility of arms to reach and dexterity of hands to grasp and manipulate small objects
- Require the ability to stand for long periods.
- Perform lifting, pushing and/or pulling which does not exceed 50 pounds and is an infrequent aspect of the job.
- Able to work in inside and outside environmental conditions
- May be required to provide personal transportation to access other work sites through the use of his/her personal vehicle, or some other mode of transportation, in the course of employment.

LICENSES AND OTHER REQUIREMENTS:

- Valid California driver's license
- Current CPR and First Aid Certifications desirable
- Bi-lingual in Spanish desirable
- Fingerprint and TB test clearance