



Cia Siab, Inc.
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Office: (608) 615 - 7117 | M-F 9:00 AM - 5:00 PM
24/7 WI Hmong Family Strengthening Helpline (877) 740-4292

Position Description

POSITION TITLE

Youth Advocate

ORGANIZATIONAL SUMMARY

Cia Siab, Inc. was founded in 2016 and is the sole provider of bilingual, bicultural social services in La Crosse County. Our mission is to provide culturally empowering advocacy to the Hmoob Community through holistic support services, with revitalization of the Hmoob language and culture as the foundation. Successful applicants will be able to demonstrate a commitment to racial and gender justice.

POSITION SUMMARY

Under the direct supervision of the Youth Program Coordinator, the Youth Advocate (YA) is responsible for teaching, guiding, sharing, supporting and advocating for Hmoob youth in culturally appropriate ways. The Youth Advocate will work with other Cia Siab, Inc. staff and community service providers to coordinate, design, advocate, teach, share and facilitate conversations with Hmoob youth based on their self-defined needs: such as crisis intervention; historical trauma, gender based violence, culturally appropriate supportive counseling; domestic violence/sexual assault; bullying; safety planning; racism, police brutality, and teen dating violence.

POSITION RESPONSIBILITIES

- Models empathy and kindness, verbally and nonverbally to clients and co-workers;
- Support the coordination of Youth Programming;
- Ability to identify the individual needs and preferences of each client assigned to work with;
- Provides high quality, comprehensive, and innovative behavioral health care to Hmoob clients;
- Understands and follows safety standards in all aspects of job performance;
- Communicate and educate clients about Crime Victim Compensation; and
- Other duties as determined by the Youth Program Coordinator.

This position requires frequent evening work, as well as local and regional travel.

POSITION QUALIFICATIONS

Education/Learning Experience

Required: High school diploma and a combination of relevant education, employment, and life experience.

Preferred: Bachelor's Degree in any relevant field. Familiarity with the La Crosse Hmoob community. Hmong language skills.

Work Experience

Required: Two to three years working with Hmoob or Southeast Asian Refugees

Preferred: A minimum of 3 years' experience with crisis intervention and/or programming with Hmoob youth

Skills/Knowledge

Demonstrated experience organizing and executing projects in a timely manner. Familiarity with contemporary Hmoob socioeconomic issues and Hmoob clan system. Understanding of language and cultural barriers for Hmoob victims of domestic violence, sexual assault and other crimes. Demonstrated maturity in short- and long-term relationships with Hmoob children and youth. Comprehension of the complexity and intersectionality of Hmoob American identity in adolescents. Familiarity with the manifestations of interpersonal violence in the Hmoob community, especially teen dating violence and bullying. Basic computer proficiency expected.

COMPENSATION AND HOURS

This position is part-time, 20-25 hours a week. The ability to work flexible hours, including some nights and weekends as necessary. Occasional travel is required. Starting pay is \$15 - \$17 an hour depending on qualifications and experience and includes paid holidays, Personal Time Off, and simple IRA after probationary period (3 months).

LICENSES AND CERTIFICATIONS

Required: Valid Driver's License; successful completion of Wisconsin Caregiver background Check and national and state sex offender registration background checks

PHYSICAL REQUIREMENTS/DEMANDS OF THE JOB

Work involves fairly light and simple types of physical exertion with average weight materials or equipment, but not requiring effort so continued or sustained as to result in more than minor fatigue consequences. Ability to sit for long periods of time. This position does not offer the possibility of remote work; work activities require the employee to be on-site.

Acknowledgement Statement

By signing this form, I acknowledge I have received, read, and understand that I must strictly observe and ensure compliance and requirements detailed in the position description. I understand that all positions are subject to the availability of funding. I acknowledge that Cia Siab, Inc. is a smoke, drug, alcohol and controlled substance free environment. I also understand that Cia Siab, Inc. is an “at will” employer and that my employment may be terminated at any time without due cause.

Executive Director

Date

Youth Advocate

Date