



JOB TITLE: Bilingual Program Coordinator - Enrollment
DEPARTMENT: Programs
REPORTS TO: Program Manager – Enrollment
FLSA STATUS: Full-Time, Non-Exempt
LOCATION: Seattle
PAY RANGE: \$17.50-18.50/hour + Generous benefits including vacation and sick leave, 100% employer paid medical, dental, vision, and long term disability for employees, 401 (k) with employer match, and EAP
LAST REVIEWED: May 2019

Our Mission: To create and support 1:1 mentoring relationships that ignite the power and promise of youth

Each employee at Big Brothers Big Sisters of Puget Sound helps to extend the mission of the agency in particular ways as outlined in the position description. The essential functions of the position include but are not limited to the following:

JOB SUMMARY:

Big Brothers Big Sisters seeks a Bilingual Program Coordinator - Enrollment who will thrive in a growing organization that is dedicated to positively impacting more youth through high quality, 1-to-1 mentoring. This position will connect children with positive adult mentors that can help empower and inspire youth to reach their full, inherent potential. This position is responsible for screening, interviewing, training and matching volunteers, parents & children. The ideal candidate will thrive in a fast-paced environment, be organized, be able to provide a positive customer experience, be able to multi-task, and have a passion for improving the lives of young people and our underrepresented youth. Currently, this list is over 900 youth, predominantly youth of color. This team member will be passionate about and able to engage mentors and community partners from diverse communities, especially within communities of color. Evening hours are required with some weekend hours required for events and activities. People from diverse communities are encouraged to apply.

JOB RESPONSIBILITIES:

Essential Functions, Responsibilities and Accountabilities:

- Conduct volunteer enrollments, including: individual orientations, interviews, and completion of any other enrollment processes. Determine if home visit is necessary and complete as indicated
- Conduct client enrollments including parent/guardian and child interviews, child safety education and enrollment processes. Assess and refer families for alternative or additional services as needed
- Ensure high-level proficiency in applying child safety and risk management knowledge, policies and procedures throughout all aspects of job function. Identify child safety issues for volunteers, children, and their families
- Collaborate with other service delivery staff to ensure smooth transition among functions
- Identify and eliminate any barriers interfering with the completion of the enrollment process
- Review and follow-up on references as appropriate. Immediately bring to the attention of supervisor concerns regarding reference information, which may influence the volunteer enrollment process.
- Review all enrollment information and make recommendations for participation in the program based on this information. Assess and apply factors contributing to successful match. Effectively align volunteer interests and qualifications with service options of agency
- Maintain documentation to assure accountability, effectiveness, and efficiency
- Participate in required trainings/on-going professional development/coaching in the areas of:
 - Race and Equity

- LGBTQ Competency and Support Strategies
- Youth Development Best Practice
- Trauma Informed Practices
- Apply the practices and principles attained in your BBBSPS trainings/on-going professional development/coaching to all mentors, mentees, and families
- Available on evenings and weekends to support program activities and events, as well as to best reach clients

Agency Support Responsibilities:

- Utilize educational opportunities and related resources to improve agency service
- Promote and maintain cooperative working relationships with other community organizations
- Participate in agency events to assist with annual fundraising goals
- Assume other responsibilities as they arise

Other

- Establish, monitor and meet goals for new match growth, match length, support contact compliance, and customer satisfaction
- Coordinate with other departments to identify possible partners and partnerships, staff and promote agency events, and provide support for other efforts as necessary
- Other duties as assigned by the Program Manager and/or the Vice President of Programs

JOB QUALIFICATIONS:

- Bachelor's degree is required for this position; a degree in social services, human services or related field preferred
- Required to communicate (verbally and written) in Spanish/English
- Access to reliable automobile, valid driver's license, auto insurance required
- Understanding of child development and family dynamics
- Understanding of issues/barriers that impact children and families from underserved populations.
- Ability to collect meaningful data and draw solid conclusions
- Proficiency in Microsoft Word, Excel and Outlook
- Ability to work independently exercising good judgment, decision-making and problem-solving skills
- Ability to succeed in a fast-paced environment required
- Understanding of confidentiality and ability to maintain strict confidentiality of sensitive information required
- Available to work evenings and weekends on a consistent basis
- Excellent oral and written communication skills reflecting solid customer service both in-person and via the telephone

COMPETENCIES NEEDED TO BE SUCCESSFUL WITHIN OUR ORGANIZATION: We seek to hire for, and further develop with each employee, the following competencies that we have identified as critical to success for individual employees and for achievement of the BBBSPS mission:

- Core Competencies
 - Accountability / Workload Management
 - Customer Service Orientation
 - Growth Mindset, Adaptability
 - Cultural Sensitivity
 - Collaboration
 - Expertise in Area of Focus
- Leadership Competencies
 - Develops & Motivates Others
 - External Relationship Builder
 - Team Effectiveness
 - Emotional Intelligence
 - Organizational Growth Orientation

- Problem-Solving
- Initiative & Results Driven

WORK ENVIRONMENT:

The environmental conditions described are representative but not all-inclusive of those that must be met by an employee to successfully perform the functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions.

- *Routine office environment*
- *Frequent independent travel*
- *Physical demands:* While performing duties of job, employee is occasionally required to stand; walk; sit; reach with hands and arms; talk and hear. Employee must occasionally lift and/or move up to 25 lbs. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.
- *Work environment:* The noise level in the work environment is usually moderate.
- *Phone time:* Approximately 30% of work will be spent on the phone contacting volunteers, parent/guardians, and Littles.

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, physical demands and required skills. BBBS Puget Sound may at its discretion add to or change the duties of the position at any time.

Employment with BBBS Puget Sound is "at will," meaning that either the employee or BBBS Puget Sound may end the employment relationship at any time and with or without cause.

Equal Employment Opportunity

BBBS Puget Sound is committed to the principle of equal employment opportunity for all qualified individuals. All employment decisions are based on business needs, job requirements and individual qualifications, without regard to race, color, religion, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate.

Americans with Disabilities Act

Applicants as well as employees who are or become disabled must be able to perform the essential duties & responsibilities either unaided or with reasonable accommodation. The organization shall determine reasonable accommodation on a case-by-case basis in accordance with applicable law.

To Apply: Please submit a resume and cover letter by email to jobs@bbbps.org with "Bilingual Program Coordinator - Enrollment" in the subject line.