



Communities united for Restorative Youth Justice

Building community from the ground up!

www.curyj.org

Job Title: Violence Interrupter - Fruitvale, Oakland
Reports to: Community Healing Manager
Hours: Full-time, 40 hours/week, with occasional weekends/nights

ABOUT CURYJ

Born by organizing systems-impacted youth of color and young leaders to defeat Oakland's gang injunctions in 2010, CURYJ's mission is to unlock the leadership of young people to dream beyond bars. CURYJ's creed is that we must – transform, not reform - the systems that have harmed communities of color for generations, most notably the criminal (in)justice system. Guided by our Theory of Transformation and Liberation (TOTAL), CURYJ believes *that by uplifting the voices of systems-impacted young people of color through leadership development, advocacy and movement building, and community healing, then we can end youth incarceration in California by 2030, and beyond.*

ABOUT THE POSITION

This is the ideal position for someone wanting to “upset the set-up”—bringing back power and voice to systems-impacted communities of color, leveraging their lived experience to support community safety, community healing, and community building.

Violence interrupters quickly respond and mitigate further community violence in Oakland's Fruitvale District through deep relationship building, providing resources to community members, and by providing street mediations to stop retaliations. We believe that by having overcome many of the same challenges that our community faces, Violence Interrupters - not the police - are best positioned to make a positive impact on community safety and well-being. Due to the highly specialized nature of this work, Violence Interrupters are generally individuals that have intimate knowledge of street politics, who can use their influence to work with group leaders and shot callers to prevent retaliations, creating peace and safety during turbulent times. Successful Violence Interrupters are those individuals who have removed themselves from criminal activity and/or active gang participation, but retain credibility in the community. Those that have worked with the police in the past, either as informants or on the police payroll, should not apply.

COMPETENCIES

- Ability to gain critical information from various street organizations and community stakeholders, while using that information to broker peace
- Ability to formulate safety action plans with those that are impacted by violence and/or those that have perpetrated violence
- Excellent communication and follow through skills
- Ability to research and provide varying resources, including, Victim of Crime benefits, Medi-Cal, Cal Fresh, Housing, etc.
- Ability to work with various stakeholders, while maintaining the highest level of confidentiality and trust with participants

PRIMARY RESPONSIBILITIES

- Respond to 48-60 shootings a year in Oakland's Fruitvale District, including shootings that occur in the middle of the night
- Formulate action and safety plans with community members to prevent immediate retaliation with highest risk individuals identified by DVP, community partners and members, local hospitals/other public systems, shooting data and other credible sources
- Work with Community Based Organizations, community members, and system stakeholders (excluding the Police) to ensure community
- Meet with high-opportunity young men to resolve conflicts
- Provide Restorative circles/peace mediations between rival street organizations, when needed
- Document all work in CURYJ's database, while maintaining the strictest confidentiality standards
- Support CURYJ's Community Building & Healing efforts, including attending Town Night Safety Events, Stakeholder meetings, etc.,
- Advocate for more community safety resources at the local and state political levels

WORK HOURS

This position requires a flexible 40-hour per week work schedule, working some nights and weekends to respond timely to shootings in the area, including 24 hour crisis response.

PREFERRED SKILLS

- Bicultural Competency
- Excellent writing skills, energetic, innovative and motivating
- Political understanding of Oakland and East Bay high risk groups and community dynamics
- Experience working with low-income communities of color and formally incarcerated and impacted by cycles of violence

CONDITIONS OF EMPLOYMENT

- Possession of a valid California driver's license
- Must pass Department of Justice Fingerprint Screening
- Must be vetted by City of Oakland- DVP Staff
- Must be Fully Vaccinated

COMPENSATION & BENEFITS

Compensation is commensurate with experience, ranging from **\$55,000 through \$65,000 depending on experience of VI work in the Field**. This position is exempt full time with excellent benefits, including 100% coverage of employee's medical (highest Cal Choice package included), \$25,000 life insurance plan, vision and dental; and an option to enroll into a 403(b) plan. In addition to 2 weeks paid vacation per year + a 2 week "office shut down" during the December/January holidays, CURYJ provides the following paid holidays:

New Year's Day, Martin Luther King Jr. Day, President's Day, Cesar Chavez Day, Memorial Day, July 4th (Independence Day), Labor Day, California Native American Day, Veteran's Day, Thanksgiving Day The Friday after Thanksgiving Day, Your Birthday.

EQUAL OPPORTUNITY EMPLOYER & COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

CURYJ is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, educational background, protected veteran status, or any other characteristic. We strongly encourage formerly incarcerated to apply. Please visit our website to learn more about our work: www.curyj.org.

HOW TO APPLY

Interested applicants, please submit your cover letter and resume to search@curyj.org.