

## High Risk Interventionist Supervisor – Trenton Community Street Teams

**Trenton Community Street Teams (TCST)** is an urban community safety and violence intervention initiative focused on reducing violent crimes by interrupting the cycle of retribution. TCST draws upon an evidence-based, trauma informed approach to violence reduction. Our program helps community members – especially those at greatest risk of becoming a victim or perpetrator of violence – connect to needed services and support; mediate ongoing disputes that may result in violence; safely travel to and from schools; and feel more connected to their communities.

TCST is seeking a highly motivated individual with exceptional organizing, counseling, communication, and problem-solving skills to serve as **High Risk Interventionist Supervisor** (HRI Supervisor) of this dynamic community-based violence intervention program. Reporting to the Project Director, and supervising up to 12 staff members, this position will support existing and develop new systems that further TCST priorities: violence reduction, community-based public safety, and neighborhood re-engagement.

This position is an excellent opportunity for a motivated, experienced, and creative individual to direct and support community-based violence intervention efforts in Trenton. The HRI Supervisor will identify opportunities, partnerships, and efficiencies to broaden and deepen TCST offerings, while ensuring that community members' safety remain the priority of project and services. They will have excellent communication skills and be enthusiastic, self-critical, reflective, and committed to the potential of community development work; aware of their own history and experience in the context of the work; and open to learn and grow into the evolving role.

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### Qualified Candidates Will Have Proven Success In:

- Project management, including collaboration in the development, implementation, oversight, and hiring for all staff
- Managing community-building, organizing, and engagement efforts in multiple communities with a non-traditional, diverse staff
- Collaborating with the Project Director to create and implement performance evaluations and needed mitigations or augmentations to staff or procedures to ensure project success
- Responding to personnel actions that violate the operating procedures, including last change agreements that may lead to termination
- Developing and maintaining strong partnerships with TCST staff, local school personnel, community volunteers, and project stakeholders
- Providing leadership and ongoing training, data gathering, management, communication, and coordination including the daily review of all logs and incident reports
- Participating on committees and collaboratives to advance community-informed priorities around the issues of violence, law, and public safety among others
- Applying current research around community-based violence prevention and intervention to reflect on and improve progress in this project

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**Required Skills and Experience:**

- Lived experience navigating communities and situations with high rates of violence
- 4+ years of staff supervision or team leadership
- Evidence of successful project development and implementation
- Demonstrated ability to take initiative and follow through on delegated tasks
- Demonstrated record of community-informed organizing or engagement experience
- Proven history of working with varied and conflicting stakeholders and audiences
- Knowledge of issues related to community violence reduction, social work, law, public health, community engagement, or related fields
- Cultural competency and cultural humility
- Strong written and oral communication skills
- Familiarity and comfort with Microsoft Office applications
- Spanish language proficiency preferred
- High school diploma or equivalency required
- Possession and maintenance of a valid driver's license in good standing
- Ability to maintain state central registry (SCR) clearance and fingerprint clearance throughout the duration of employment
- No pending criminal cases or prior convictions for sexual assault, child abuse, or domestic violence

**Position Details:** Exempt, 40 hour/week position, flexible schedule. Salary: \$48-60,000 plus comprehensive Medical, Dental, Vision, and FSA benefits, 401K with company match, and a generous PTO policy.

**Interested candidates should submit cover letter and resume to [hr@isles.org](mailto:hr@isles.org).**