



JOB DESCRIPTION

Job Title:	Youth Peer Advocate-Safe Spaces	FLSA Classification:	Full-Time/Non-Exempt
Department:	Prevention	Reports To:	Manager-Safe Spaces

Compensation: \$20.00 – \$22.00 per hour, depending on experience and credentialing status

FLSA Status: Full-time (35 hours per week), Non-Exempt

Location: Alex Eligh Community Center, Newark, NY

About Delphi Rise

Delphi Rise has an open door and an open heart. For nearly 100 years, we have been building relationships to support the complete well-being of individuals, families, and communities facing health and social challenges. We put the person at the center of everything we do, encouraging growth and fostering healing.

Our work embraces all aspects of wellness—physical health, mental health, recovery, housing, employment, and social connection—because we know that well-being is more than the absence of illness. We believe in dignity, potential, compassion, respect, and belonging for every person we serve. If you are passionate about helping young people build resilience, connection, and hope, we invite you to join our team.

Position Summary

The Youth Peer Advocate (YPA) is a full-time, on-site team member at Delphi Rise's Youth Safe Spaces Program, located at the Alex Eligh Community Center in Newark, NY. Youth Peer Advocates use their lived experience to inspire hope, foster belonging, and support the personal growth of youth ages 12–24. YPAs are either credentialed, provisionally credentialed, or working toward their Youth Peer Advocate Certification through Families Together in NYS. They are supported through ongoing training and reflective supervision that aligns with the National Ethical Guidelines and Practice Standards for Peer Supporters.

Under the direction of the Program Manager, Youth Peer Advocates co-create a safe, inclusive, and youth-driven environment that promotes wellness across all eight dimensions of well-being.

Key Responsibilities

Youth Engagement and Support

- Build trusting, supportive relationships with youth through peer mentoring, group facilitation, and informal engagement.
- Promote recovery, wellness, and resilience using strength-based, trauma-informed, and culturally responsive approaches.
- Co-facilitate peer support groups, drop-in activities, and community events that promote connection and belonging.
- Encourage self-advocacy, goal-setting, and self-referrals to supportive resources.

Youth-Led Needs Assessment

- Serve as the **lead facilitator** of the youth-led needs assessment process, with support from the Program Manager.
- Engage youth participants in co-designing assessment tools.
- Lead focus groups and peer discussions in ways that ensure safety, honesty, and inclusion.
- Empower youth to co-analyze findings and identify priorities for change.
- Support the integration of assessment results into the program's continuous quality improvement plan.

Youth Advisory Board Leadership

- Co-facilitate early **Youth Advisory Board** meetings with guidance from the Program Manager.

- Help youth members develop leadership skills and confidence to independently plan, lead, and evaluate future meetings.
- Assist with logistics such as reminders, agendas, and stipends while centering youth voice and decision-making.

Program Collaboration and Operations

- Coordinate with staff, interns, and volunteers to ensure safe and consistent coverage during after-school and weekend hours.
- Maintain a 1:10 staff-to-youth ratio alongside the Program Manager and fellow Peer Advocates.
- Participate in data collection, reporting, and feedback processes that demonstrate program impact.
- Uphold confidentiality and ethical standards in all interactions with youth and community partners.

Qualifications

- Must have **lived experience** with challenges related to mental health, substance use, or other youth system involvement, and a demonstrated ability to share that experience in ways that support others.
- Credentialled, provisionally credentialled, or actively working toward **Youth Peer Advocate Credential** through Families Together in NYS (required).
- If NOT yet credentialled, **the applicant must be between the ages of 18 and 29 to qualify** for credentialing.
- Experience facilitating groups, mentoring peers, or working in youth development settings preferred.
- Commitment to trauma-informed, healing-centered, and culturally responsive practices.
- Strong communication and teamwork skills, with an ability to build authentic relationships with youth from diverse backgrounds.
- Willingness to participate in ongoing training, supervision, and professional development.

Supervision

- Reports directly to the Youth Safe Spaces Program Manager.
- Receives ongoing peer supervision from a qualified supervisor with direct peer support experience, consistent with the National Ethical Guidelines and Practice Standards for Peer Supporters.

Additional Information

- Full-time (35 hours per week) with hours scheduled after-school, evening, and on the weekends.
- Based at the Alex Eligh Community Center in Newark, NY.
- Includes opportunities for Youth Mental Health First Aid, Motivational Interviewing, and leadership development training.
- Delphi Rise offers competitive compensation, comprehensive benefits, and a mission-driven, supportive work environment.

Equal Employment Opportunity

Delphi Rise is an Equal Opportunity Employer and does not discriminate based on race, color, religion, creed, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, marital status, veteran status, domestic violence victim status, or any other characteristic protected by law. We value diversity and encourage applicants from all backgrounds to apply.