

Working with teens who have experienced instability, trauma, and broken trust requires something deeper than patience. It requires **consistency, courage, and commitment**.

Our teens don't need someone who will simply say "yes" because it's easier. They need adults who care enough to say "**no**" **when it matters**.

They need someone who can listen with empathy while still holding clear boundaries. Someone who understands that **structure is not punishment, it is safety**. Those expectations are not controlled; they are a belief in a young person's potential.

Most of all, they need someone who will **show up today, tomorrow, and next week**.

Many of the teens in our program have had adults come and go throughout their lives. For some of them, this role may be the **first time they experience a stable adult who stays present long enough to earn trust**.

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If you believe young people deserve adults who are **steady, honest, and committed to their growth**, we want to meet you.

Join our team as a **Youth Engagement Specialist (YES)** and help youth ages **14–19** build the life skills, confidence, and stability they need to move forward.

What This Role Really Means

This is not a passive position. It is an **active leadership role in teens' daily lives**.

You will:

- Be a **consistent adult presence** in the home
- Create **structure, routine, and clear expectations**
- Show empathy without lowering boundaries
- Help teens develop **accountability, responsibility, and independence**
- Stay calm and grounded during emotional or crisis situations
- Model healthy communication and problem-solving
- Help teens learn daily life skills like cooking, routines, and time management
- Transport residents to school, appointments, and activities
- Document incidents and progress to support their growth

This work is challenging, but it is also **deeply meaningful**.

Every calm conversation, every boundary held, every routine repeated is another step toward helping a teen rebuild trust in adults and in themselves.

The Kind of Person Who Thrives Here

The best caregivers in this role understand that **real care sometimes means doing the hard thing.**

They are people who:

- Can say “**no**” **calmly and confidently**, even when it would be easier to say yes
- Balance **compassion with accountability**
- Believe that **teens rise to expectations when adults are consistent**
- Stay patient even when progress is slow
- Show up with reliability and integrity
- Are comfortable maintaining **structure and routine**
- Work well with a team and communicate clearly

You don't have to be perfect.

But you do need to be **steady.**

Qualifications

- Experience working with teens ages **14–19** strongly preferred
- Understanding of **trauma-informed care**, or willingness to learn
- Strong communication and teamwork skills
- Ability to remain calm and effective during challenging situations
- Valid **driver's license with a clean driving record**
- Ability to drive a **15-passenger van**
- Ability to pass **required background checks**
- **Weekend availability required**
- Must be **25 years of age or older**
- **SHIFT AVAILABLE 2P-10P**

Why This Work Matters

Many of the young people we serve have spent years without the stability most teens take for granted.

They need adults who will:

- **Set boundaries**
- **Keep their word**
- **Hold them accountable**
- **Believe in their ability to succeed**

Sometimes the most powerful message you can give a teen is simply:

“I'm still here.”

If you're ready to do work that **changes lives, not just schedules**, we invite you to apply.

Email your Resume and any other important documents to info@journeytodream.org.

