



HOPE585 Job Description

Job Title: Youth Counselor

Department: Youth Services

Reports To: Manager of Programs

FLSA Status: Full-Time

Pay Range: \$25–\$28 per hour (based on experience)

Position Summary

The Youth Counselor provides trauma-informed counseling and youth development programming for youth experiencing crisis or instability. This position combines direct behavioral health support with structured independent living programming to prepare youth for adulthood.

The position receives referrals from the City of Rochester Crisis Response Team, schools and internal Hope585 programs.

Programming focuses on helping youth build the knowledge and confidence necessary to live independently while increasing hope, belonging and positive decision-making.

Essential Functions

Counseling, Assessment & Crisis Intervention (60%)

- Provide short-term, trauma-informed counseling to youth experiencing crisis.
- Complete intake screenings.
- Provide crisis intervention and safety planning.
- Facilitate individual counseling sessions
- Monitor youth progress toward goals
- Provide referrals for long-term mental health, housing, employment, education, and community services.
- Maintain a caseload of approximately 10-15 youth.
- Conduct aftercare follow-up.

Youth Programming & Independent Living Skills Coordination (40%)

- Support youth services program staff to engage youth in programming that prepares youth for independence and adulthood.
- Facilitate restorative conversations, circles, and conflict resolution processes while creating safe spaces for participants to share perspectives and identify solutions



Qualifications

Education

Highschool Diploma or Bachelor's Degree in:

- Social Work
- Psychology
- Human Services
- Counseling
- Education

Experience

- Minimum of two years working with adolescents and young adults.
- Experience working in the mental health field
- Experience working with youth impacted by trauma.

Transportation

- Must have a reliable vehicle and clean driving record

Knowledge, Skills & Abilities

- Crisis intervention
- Trauma-informed care
- Youth engagement
- Group facilitation
- Community partnership development
- Documentation
- Strong communication skills
- Cultural humility
- Conflict resolution
- Organization and time management
- Microsoft Office proficiency

Core Competencies

- Youth-centered approach
- Integrity and professionalism
- Collaboration
- Adaptability
- Accountability
- Leadership



- Relationship building
- Cultural responsiveness
- Communication
- Problem solving
- Initiative

Please contact Oni Colon at ocolon@hope585.org with your resume to apply for the position.