



## **Job Title: Intervention Specialist (Temporary)**

Reports To: Chief of Public Health and Safety

Employment Type: Full-Time, Temporary, Exempt

Pay Range: \$70,500 - \$78,000

Location: Hybrid - Vallejo-area hospitals, Center for Urban Excellence Office, and community sites throughout Solano County.

Duration: Through June 2028 (with potential for extension)

### **Organization Overview**

Live. Lead. Thrive.

The Center for Urban Excellence (CUE) is a community-rooted nonprofit advancing equity, resilience, and opportunity for system-impacted youth, adults and families in Solano and Contra Costa counties. Grounded in our mission to champion antifragility, we transform adversity into strength by providing culturally responsive programs that integrate art wellness, workforce development, education, and community healing.

CUE works at the intersection of public health, safety, and economic mobility, supporting young people, adults and families impacted by systemic inequities, violence, and barriers to opportunity. Through trauma-informed care, credible messenger mentorship, and career pathways, we equip participants with the tools to heal, lead, and thrive.

Our work is powered by strong partnerships with community organizations and public agencies, allowing us to deliver impactful programs that bridge gaps in access and create sustainable pathways to education, employment, and long-term stability.

### **Position Summary**

The Intervention Specialist plays a critical role in CUE's Hospital Violence Intervention Program (HVIP) and the VISIONS Gun Violence Intervention Program. Working closely with the Chief of Public Health and Safety and the Outreach Specialist/Violence Interrupter, this position provides trauma-informed crisis response, case management, and conflict mediation to participants impacted by gun violence and their families.

As a credible messenger, the Intervention Specialist serves as both a case manager and peer advocate, engaging participants during hospital stays and supporting them through recovery. This role focuses on stabilizing individuals, connecting them to community-based services, and helping

1802 Springs Rd.

Vallejo, CA 94591

[www.centerforurbanexcellence.org](http://www.centerforurbanexcellence.org)



interrupt cycles of retaliation and re-injury, ultimately contributing to long-term healing and community safety.

## **Essential Job Functions**

- Provide immediate crisis support at the hospital (or alternate location) to participants impacted by gun violence and their families.
- Work directly with the Chief of Public Health and Safety and Outreach Specialist/Violence Interrupter to actively intervene in situations involving gun violence and/or the potential for retaliation and de-escalate conflicts through mediation.
- Conducts community-based home and school visits to meet and conduct case management and crisis stabilization sessions.
- Document case notes, contact sheets, monthly reports, etc. with a high level of accuracy and proficiency, entering case management data into JotForm System.
- Assess the needs of participants impacted by gun violence and their families and develop personalized intervention plans aimed at providing social support and reducing the likelihood of future violence.
- Build strong relationships to establish trust and become a trusted source of support and guidance.
- Connect participants with resources and support services that can address the underlying issues contributing to gun violence, such as job training, housing assistance, substance use disorder treatment or mental health services.
- Develop Individualized Engagement Plans (IEP) with each participant and maintain consistent contact according to each phase of the program.
- Engage with the broader community to foster a culture of peace, identify potential conflicts, and educate individuals at risk of violence about available resources, conflict resolution strategies, and the importance of seeking help.
- Document their interventions, track high-risk individuals, and report relevant information to program supervisors and community partners.
- Work closely with other programs and community organizations to coordinate efforts and maximize impact.
- Participate in hospital and community-based crisis response strategies.
- Work to shift individual and community norms away from violence and towards peaceful conflict resolution.

## **Additional Office-Based Essential Functions**

- Use of standard office equipment such as computers, phones, copiers, printers, and scanners.
- Frequent use of computer applications including word processing, spreadsheets, email, and database management.
- Perform administrative tasks such as scheduling, reporting, and maintaining electronic records.
- Communicate effectively via email, phone, virtual meetings (e.g., Zoom), and in person.

1802 Springs Rd.

Vallejo, CA 94591

[www.centerforurbanexcellence.org](http://www.centerforurbanexcellence.org)



- Maintain confidentiality in accordance with HIPAA, FERPA, and agency standards.
- Work independently with minimal supervision and as part of a multidisciplinary team.

## **Mental Demands**

This position requires the individual to work with minimal supervision. Guidance is available as necessary; however, the individual is expected to be able to function autonomously and make individual decisions when appropriate. Position does require ability to interact with a variety of individuals and the ability to meet deadlines and time pressure based on the volume of work.

## **Physical and Environmental Requirements**

- Must be able to sit, stand, walk, bend, and occasionally lift up to 25 pounds.
- Ability to travel throughout Solano County; must have reliable transportation, a valid California driver's license, and proof of insurance.
- This role involves both indoor office work and fieldwork in community settings.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **Qualification**

- Bachelor's degree in Social Work, Public Health, Criminal Justice, or a related field; requirement may be waived with at least 3 years of relevant experience
- Minimum of 2 years of experience in case management, community outreach, and social services with high-risk populations, preferably in violence intervention or trauma recovery
- Strong understanding of social determinants of health, factors contributing to gun violence and justice involvement
- Excellent communication, interpersonal, and organizational skills
- Ability to build trust and work effectively with individuals from diverse backgrounds
- Proficiency in data collection, reporting, and basic analysis
- Knowledge of crisis intervention techniques, trauma-informed care, case management practices, and community resources related to gun violence
- Ability to work independently while maintaining confidentiality and handling sensitive information with discretion
- Bilingual in Spanish and English is PREFERRED but not required.

## **Benefits**

- Kaiser Health Care Plan (Medical, Dental & Vision)
- Paid Time Off Annually
  - 40 hours Vacation
  - 40 hours Sick Leave
  - 7 Paid Holidays:

1802 Springs Rd.  
Vallejo, CA 94591

[www.centerforurbanexcellence.org](http://www.centerforurbanexcellence.org)



- New Year's Day
  - Martin Luther King Jr. Day
  - Memorial Day
  - Juneteenth
  - Labor Day
  - Thanksgiving Day
  - Christmas Day
- Paid Lunch Break
  - Training & Development Opportunities

### **Equal Employment Opportunity**

CUE is an Equal Opportunity Employer and complies with all applicable federal, state, and local employment laws. We encourage applicants from all backgrounds to apply, and do not discriminate based on race, gender, disability, age, religion, sexual orientation, or any other protected status under California law.

**Send resume, introduction letter and professional references:**

[Careers@centerforurbanexcellence.org](mailto:Careers@centerforurbanexcellence.org)

1802 Springs Rd.  
Vallejo, CA 94591

[www.centerforurbanexcellence.org](http://www.centerforurbanexcellence.org)