

Full-Time Youth Wellness Coach C4 Innovations, Center for Youth Well-Being

About C4 Innovations (C4): C4 is a values- and mission-driven, woman-owned small business that advances equitable access to recovery, wellness, and housing stability for youth and adults who are systematically marginalized. We are committed to reducing disparities and achieving equitable outcomes. Through partnership with organizations, communities, systems, and people with lived and living experience, we incorporate person-centered, recovery-oriented, and trauma-informed approaches to understand factors that drive inequities and achieve transformative outcomes. When all people—regardless of race, ethnicity, gender identity—are able to access and engage in quality care, the results are healthier individuals, families, and communities. We put people first.

C4 is committed to creating and maintaining a diverse workforce. We actively encourage applicants from minority racial and ethnic backgrounds, as well as historically marginalized groups; this includes, but is not limited to, lesbian, gay, bisexual, queer, people who identify as transgender or non-binary, people living with disabilities or serious mental health conditions, and lived experiences of homelessness or recovery from substance use disorder. C4 is an affirmative action-equal opportunity employer.

Research suggests that individuals who are systemically marginalized may self-select out of opportunities if they do not meet 100% of the job requirements. **We encourage individuals who believe they have the skills and experience necessary to thrive in the role to apply.**

The Center for Youth Well-Being at C4 Innovations has a vision to create and foster environments where youth have access to the opportunities and conditions that allow them to thrive and be well, are active agents of their own futures, and are valued as true collaborators in developing community-based solutions.

C4 is seeking to hire a team of Youth Wellness Coaches to support and lead SBIRT (screening, brief intervention, and referral to treatment) services in high schools across the Commonwealth of Massachusetts as part of a five-year research study being implemented in partnership with Harvard/Massachusetts General Hospital. We aim to prioritize the hiring of young adults who bring lived/living experience to this work and who can act as near-age peer mentors with adolescents. A near-age peer mentor is a young adult who may have:

- Lived experience – either directly (oneself) or indirectly through one’s family, peer group or community – with overcoming issues related to behavioral health and/or well-being, including but not limited to substance use, mental health, suicidal thoughts and behaviors, addiction, recovery, housing insecurity, homelessness, discrimination, racism, trauma, and community or other types of violence.
- Willingness to name and draw on life experiences to support and mentor adolescents.
- The ability to try to have a positive perspective on situations and view challenges as learning opportunities.
- Interest in entry into the behavioral health workforce.

We seek to hire four (4) **Lead** Youth Wellness Coaches and seven (7) Youth Wellness Coaches. Lead Youth Wellness Coaches will serve in a mentorship role with Youth Wellness Coaches and may support additional project activities such as coordination of professional development or development of project materials.



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Responsibilities:

- Receive extensive training and professional development in topics ranging from peer support services, motivational interviewing, SBIRT implementation, youth wellness, adolescent substance use and mental health, trauma-informed care, cultural humility, and other key subjects critical to the position.
- Implement and deliver screening, brief intervention, and referral to treatment (SBIRT) services in partner schools.
- Build relationships with schools and other community organizations to deliver services.
- Liaise with parents/guardians/caregivers and other community members.
- In partnership with schools, develop and execute a community engagement project addressing youth health and well-being.
- Support school partners with youth and wellness-related activities.

Core Requirements:

- **Lead Youth Wellness Coaches:** 3+ years of either lived experience, professional mentorship, frontline experience in youth engagement, community health, case management, or relevant direct service experience.
- **Youth Wellness Coaches:** 1+ years of either lived experience, professional mentorship, frontline experience in youth engagement, or relevant direct service experience.

Additional Requirements:

- Willingness to name and draw on life experiences to support and mentor others.
- Familiarity with issues affecting youth well-being and health.
- Detail-oriented with ability to work at a high level in a fast-moving environment.
- Act as a supportive team member.
- Excellent verbal and written communication skills with ability to lead, facilitate and participate in training and presentations.
- Excellent computer skills and familiarity with Zoom, Outlook, PowerPoint and/or other presentation software.
- Must be 18 years or older to apply.
- Must have reliable transportation.
- Must pass an extensive background check.

Location: This position is in Massachusetts. The Youth Wellness Coach will primarily work on-site at partner high schools. The majority of time will be spent on site in partner high schools.

Salary: This position will be full-time. Hours will range from 32 hours to 40 hours per week depending on preference and your selected position. C4's salary includes a comprehensive benefits package (paid time off, health, dental, vision, short-term and long-term disability, and 401K). Salary range is \$45K-\$50K commensurate with experience. The contract for this position will end in Spring 2028.

To Apply: please send a cover letter and resume with "Youth Wellness Coach" in the subject line to Human Resources at apply@c4innovates.com. Accepting applications on a rolling basis until all positions are filled. Please use your cover letter to introduce yourself, demonstrate your interest in the role, and your relevant skills, qualifications, or experiences that align with the position.

