



Bilingual Match Success Specialist

Big Brothers Big Sisters Columbia Northwest (BBBSCNW) creates and supports 1:1 mentoring relationships (matches) that ignite the power and promise of youth, with the vision that all youth reach their full potential. BBBSCNW believes that diversity, equity, and inclusion among our colleagues is critical to our success as a social change organization and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool. Our goal is to be a workforce that is representative of the communities we serve.

We are currently hiring a Full Time Bilingual Match Success Specialist (MSS). This colleague will support matches, with an emphasis on Black, Spanish-speaking, and LGBTQ+ participants.

Match Success Specialists support a caseload of “matches” between adult volunteers (Bigs) and children (Littles) ages 6 through 18. The MSS is responsible for regular connection with all match parties to ensure child safety, positive impacts for youth, constructive and satisfying relationships between children and volunteers, positive relationships between parents/guardians and volunteers, and a strong sense of affiliation with BBBSCNW. This position will produce positive outcomes in the following areas: match retention rate, average match length, volunteer rematch rate, match closure rate, and participant satisfaction.

Position Responsibilities:

- Connect with a caseload of up to 75-80 matches (youth and adults) over the phone, in person, via email, and otherwise, to continually assess the match relationship, focusing on child safety, match relationship development, positive youth development and volunteer satisfaction.
- Meet or exceed minimum goal of 93% Match Support completed on time.
- Assess and provide for individual coaching needs, information, referrals, and other support needs for each match participant. Develop strategic interventions to identify and strengthen match relationships that require extra support to continue to grow.
- Ensure high-level expertise in applying child safety and risk management knowledge, policies, and procedures throughout all aspects of job function.
- Maintain accurate and timely records in our Salesforce database for each contact and match.
- Conduct scheduled match surveys and achieve minimum goal of 80% completion rate.
- Support ongoing volunteer involvement through individualized recognition, encouraged participation in annual and match events, and re-engagement strategies in other volunteer capacities upon match closure.
- Share with development, marketing, recruitment staff potential partnership relationships as discovered through volunteers’ and parents’ employers, affiliations, and community stakeholders.

- Participate in agency events throughout the year and attend match activities to engage with matches.
- Schedule is 10am - 6pm , 11-7pm or 11:30-7:30 pm. Weekend and evening work is required to meet the needs of our clients and families when appropriate. Must be flexible to accommodate job responsibilities.
- Other duties as assigned.

What we look for:

- Bilingual (English/Spanish) fluency in reading, writing, and speaking English and Spanish.
- Demonstrated success working with BIPOC communities, especially Black/African American and Latinx community members, and ability to relate well in intercultural environments.
- Bachelor's Degree in social services, human services, or related field, or four years of work in a relevant position.
- Assessment and relationship development experience with child and adult populations, including an understanding of child development and family dynamics.
- Previous experience with child and/or adult relationship dynamics; professional familiarity with child development issues; family function/dysfunction; and interpersonal communication a plus.
- Strong ability to coach others using reflective questioning.
- Proficiency in child safety and risk management knowledge, policies, and procedures.
- Excellent oral and written communication skills reflecting high-quality customer service.
- Ability to personalize communication content and delivery to fit different perspectives, backgrounds, or styles.
- Ability to use time effectively, focus on details, adapt to shifting priorities, and work independently.
- Ability to maintain confidentiality throughout daily operations.
- Ability to effectively collaborate with other staff and community partners.
- Must have viable transportation, valid driver license and auto insurance to meet job responsibilities such as home visits, agency events and match activities.
- The candidate selected for this position must pass a fingerprint background check.
- Comfortable with high performance agency and program standards.
- Proficiency in technical areas such as Microsoft Office Suite. Salesforce experience a plus.
- *The candidate may demonstrate lived experience engaging BIPOC, immigrant, LGBTQ+, or other marginalized communities in work that is highly relevant to this position in lieu of other credentials.*

What we offer:

- Approved flexible hybrid work schedule
- Annual Pay \$38,000-41,000 Non-Exempt
- 100% employer-covered Medical, Dental, Vision and Life Insurance for employee
- Generous Paid Time Off, plus 9 holidays per year (floating as needed)

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and required skills. Contents may be subject to change at any time to meet the needs of the organization.

Interested? Apply now!

Please email resume and cover letter to HR@bbbsnorthwest.org. Due to the high volume of responses anticipated, we will only respond to candidates who are under consideration. No phone calls please. For more information about us, please visit: <https://itsbigtime.org/>.

We can't wait to meet you!

Equal Opportunity Employer:

At Big Brothers Big Sisters Columbia Northwest (BBBSCNW), we are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and colleagues without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, military and veteran status, and any other characteristic protected by applicable law.

BBBSCNW is committed to providing access, equal opportunity, and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.