



**Berkshire Children  
& Families**

BERKSHIRES • PIONEER VALLEY

**Program Director – Pittsfield Community Connection (PCC)**

Berkshire Children and Families’ Pittsfield Community Connection program’s purpose is to support community, regional and multi-disciplinary approaches to combat gang activity, trauma, and violence through coordinated programs for prevention, intervention, and suppression with at-risk or proven risk youth and young adults. PCC is funded by the Shannon Grant Initiative and the Safe and Successful Youth Initiative (SSYI) in conjunction with the requirements set forth in the agreement between the MA Executive Office of Public Safety and Security (EOPSS), the MA Executive Office of Health and Human Services (EOHHS), and the Pittsfield Police Department.

**Reporting to the PCC Program Function Manager, the right candidate for this position must possess a combination of tested leadership, management, and community engagement abilities – along with the following skills to:**

- Maintain considerable knowledge of the purpose and goals of both the Shannon Grant and SSYI legislation and complete compliance with their reporting, administration, and budget requirements (will also have familiarity of the Office of Juvenile Justice and Delinquency).
- Collaborate and communicate with the Pittsfield Police Department, the Berkshire County Sheriff’s Department, the Mayor’s Office, the Pittsfield School Department (and other Berkshire County school and related entities, as applicable), school resource officers, criminal justice personnel, social services, and all other potential relevant partners to develop a process for identifying at-risk youth and connecting them with the proper programs.
- Effectively and positively engage clients as individuals across a spectrum of racial, cultural, age, education, criminal involvement, and socio-economic circumstances.
- Understand and articulate the risk factors contributing to gang involvement and local gang activity, including community dynamics and history, racism, poverty, trauma, and unemployment.
- Work with law enforcement/city officials to provide immediate community response to gang-related incidents and direction/guidance around prevention, interventions, and suppression tactics.
- Understand and work within complex systems and engage with program personnel at different levels of responsibility/from a variety of sectors including: law enforcement, education, social services, justice, government, and community outreach.
- Manage program operations and services including: supervising staff; administering program funds within financial protocols; meeting deadlines; reporting and writing content for grants; public speaking; advocacy; and representing the program at community/public meetings.
- Supervise, engage, support, guide, and motivate program staff (inclusive of staff with lived experience/those who may have inconsistent work history or experience with traditional employment environments). Ensure that staff have training to support and advance their effectiveness.
- Avoid and manage crises effectively; promote and support the well-being and safety of program staff before and after crises while providing appropriate supports to clients.
- Work collaboratively internally with Berkshire Children and Families staff, departments, and programs to accomplish agency and program mission and goals. Communicate and coordinate across the scope of the agency’s programs to serve clients and their families as appropriate.





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**Required Skills (continued):**

- Carry out and oversee data collection and analysis protocols, as well as read, interpret, synthesize, and clearly explain data – verbally and in writing – to a wide range of audiences.
- Facilitate groups and meetings; manage conflict and difference of opinion; build common ground; and effectively address inflammatory and emotional topics.
- Develop, recommend, and coordinate long- and short-term program plans for implementation.

**Qualifications and Requirements:**

- B.A. or higher in human services or related field required; MSW or equivalent, strongly preferred; LSW or LICSW, preferred.
- Minimum of 4 years' supervisory and program leadership experience required; including working with local community agencies and employers in a human services capacity.
- Proven outreach, intervention, and mediation experience with at-risk youth required; gang intervention/prevention experience, strongly preferred. Lived experience and individuals representative of the community served are encouraged to apply.
- Equipped to understand the impact of racism and poverty, and ability to incorporate culturally sensitive approaches to build equity and access, required.
- Valid MA Driver's License and reliable transportation, required.
- Strong computer and internet skills, including Microsoft Office 365, required.
- Experience collecting, analyzing, drawing conclusions from, and reporting program data, required.
- Excellent communication skills; ability to present publicly in front of large audiences, media sources, etc., required.
- Ability to work a flexible, variable schedule that will include some evening and weekend work, as well as attending community held events, required.

Competitive salary and benefits. Send cover letter and resume to Paula McDermott, Berkshire Children and Families, 480 West Street, Pittsfield, MA 01201 or email [pmcdermott@berkshirechildren.org](mailto:pmcdermott@berkshirechildren.org). AA/EOE