Massachusetts residents face some of the highest costs of living in the country, leading to high rates of family homelessness. According to recent Census data, more than a third of all renter households in the state are “rent-burdened,” paying over 30% of their income to rent alone. At present, over 12,000 parents and children experience family homelessness in Massachusetts on any given night. This is the second highest rate of family homelessness in the nation, trailing only New York. Furthermore, this official number does not include the thousands more homeless families who are living doubled-up, couch surfing, or taking shelter in cars or campgrounds.

Families need stable income to afford stable housing but low-income parents face an onslaught of systemic barriers on the road to higher education, stable careers, and increased income. At One Family, our goal is to break down barriers to education and career access, so that homeless and low-income families can achieve financial independence and long-term housing stability.

As a One Family Senior Coach, you will help address the issue of family homelessness through coaching in our One Family Scholars program, helping single parents obtain college degrees and achieve economic and housing stability. The One Family Scholars program provides individualized college and career coaching to low-income parents pursuing a college degree. Student parents also receive scholarships that help to offset both direct and indirect costs of college.

You’ll work hand-in-hand with clients to identify, set, and reach important life goals. This is your chance to serve as a positive and encouraging advocate and introduce the key tools and knowledge that can help people to be their best and achieve their dreams. You share a belief that all families should have access to secure housing, education that leads to employment, and the ability to build assets to create a brighter future. As a Senior Coach, you will supervise one Coach and help the team in meeting these ambitious goals with clients.

WHAT YOU’LL GET TO DO
As a Senior Coach, you will have the opportunity to support families as follows:

- Provide one-on-one education and career coaching that is empowering, supportive, and strength-based, while ensuring that participants have clear and actionable goals to work towards
- Oversee and support one Coach to achieve goals in partnership with clients
Senior Coach
Boston, MA | Full-Time Salaried

- Facilitate group workshops, small group meetings, and individual coaching sessions, ensuring that all participants are engaged and have a full understanding of the session’s content
- Collaborate to adapt and refine existing curricula and training materials to ensure it meets the needs of the families we serve and supports their goals
- Manage the program’s recruitment, application, selection and onboarding of participants, in support of enrollment, performance, and completion benchmarks
- Represent the One Family Scholars program to external partner organizations, higher education institutions, and potential applicants
- Maintain required records and documentation to ensure accurate data collection and tracking of participant outcomes

WHO YOU ARE
It takes a special person to serve as a Senior Coach at One Family. First and foremost, you share One Family’s belief that families who are experiencing or at risk of homelessness can create a brighter future for themselves and their children. You also share our passion for racial, economic, and social justice, and possess an openness and respect for others’ cultures, identities, and lived experiences.

This role will report to the Coaching Manager on the One Family team.

EXPECTATIONS OF THIS ROLE
- Commitment to the mission and values of One Family
- Significant experience working or volunteering with individuals and/or families with low incomes who may be experiencing housing insecurity or homelessness
- Experience coaching, mentoring, and building trusted relationships with others to achieve challenging goals
- Multilingual ability is strongly preferred
- Ability to solicit, receive and grow from both positive and adjusting feedback, as well as provide positive and adjusting feedback
- Commitment to teamwork and collaboration with colleagues from diverse backgrounds
- Ability to build high quality connections with colleagues and community members
- Outstanding communication skills and ability to advocate for your point of view and to influence others
JOB DESCRIPTION

Senior Coach
Boston, MA | Full-Time Salaried

- Excellent time management skills and ability to prioritize competing priorities in ways that advance high quality outcomes

This is a full-time position and your work location is based on which coaching program you are working with. To accommodate the needs of our clients, some evening and weekend hours will be required, which may include travel to coaching sites within Massachusetts. The One Family team is currently remote but staff are expected to return to the Boston office on a regular basis upon re-opening.

This is a full-time position and, to accommodate the needs of our clients, some evening and weekend hours will be required, which may include travel to coaching sites within Massachusetts. Although we are currently working remotely, Coaches will need to travel to One Family’s Boston office on a regular basis upon re-opening. Expected start date for this role is June 2022.

WHAT WE OFFER

The starting salary range for this position is between $60,000 - $70,000 and is commensurate with experience. One Family also offers a comprehensive benefits package to promote your professional growth and development, which includes:
- Medical and dental insurance, supplemented by healthcare reimbursement account
- 403(b) retirement plan and employer contribution
- Paid time off
- Paid parental leave
- Flexible spending accounts (healthcare and dependent care)
- Life insurance and disability insurance
- Pre-tax commuter benefits
- Tuition reimbursement

SUBMITTING YOUR APPLICATION

Interested candidates are encouraged to promptly submit their application through our online portal. All applicants will receive a response to their application within two weeks of submission. Please email mmiller@onefamilyinc.org with questions or for support submitting your application. While subject to change, candidates elected to advance throughout the process can expect a phone interview, an interview with members of One Family’s Hiring Committee, and, for finalists, an interview day with staff and stakeholders, including a robust and holistic reference check process.
EQUAL OPPORTUNITY STATEMENT
One Family, Inc. is an Equal Opportunity Employer, and we encourage applications from those with diverse backgrounds and lived experiences that reflect the populations we serve.

One Family provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.