



## **Pathways Coach – Civic Influencer Initiative**

Rochester, NY, US

### **Rate of Pay:**

**\$35 per hour**

### **Who is RMAPI?**

The Rochester-Monroe Anti-Poverty Initiative (RMAPI), launched in 2015, is a collaborative, community-driven effort to reduce poverty and increase economic mobility in Rochester and Monroe County, New York. While not a standalone nonprofit, RMAPI operates as a collective impact initiative, bringing together local government agencies, businesses, nonprofits, faith organizations, and community members to address the root causes of poverty. By fostering partnerships and aligning resources, RMAPI aims to create lasting change that uplifts individuals and families.

RMAPI focuses on addressing systemic barriers through strategies that prioritize equity and community voice. Its efforts include advocating for policy change, supporting workforce development, enhancing access to resources, and fostering economic empowerment. By emphasizing the social determinants of health—such as race, class, and location—RMAPI works to ensure that all individuals in the community have a fair opportunity to thrive. Through its collaborative approach, RMAPI is committed to building a stronger, more equitable future for the region.

### **About the Role:**

The Civic Influencer Pathways Coach goes beyond case management and is the primary point of contact and part of a dynamic team co-investing with participants, using Mobility Mentoring®- an internationally recognized economic coaching approach, with goal setting at its center.

This role focuses on empowering individuals to overcome systemic barriers and achieve personal and professional success through the principles of the **EMPath Model** (Economic Mobility Pathways). The EMPath Model emphasizes a holistic, strength-based approach centered on **Empathy, Mindfulness, Perspective, Advocacy, and Healing** to support individuals in navigating life transitions and achieving economic mobility.

The Pathways Coach will provide one-on-one coaching, facilitate group workshops, and connect participants with essential resources to foster self-sufficiency and upward mobility.

### **KEY RESPONSIBILITIES:**

- Deliver coaching aligned with the **EMPath Model**, focusing on participants' strengths and building pathways to economic mobility.
- Maintains a strong sense of emotional intelligence, reliability, and flexibility to navigate complex issues with sound reasoning
- Facilitate workshops on life skills, career development, and wellness practices tailored to participants' needs.
- Guide participants in setting SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals and creating actionable plans.
- Provide holistic support, integrating mental health and wellness techniques such as stress management, self-care, and work-life balance.
- Connect participants with local resources, including job placement, skills training, housing, healthcare, and education services.
- Promote cultural sensitivity and inclusivity by addressing barriers related to race, class, and location.
- Monitor participant progress, ensuring outcomes are measurable and aligned with program objectives.
- Use technology to enhance coaching sessions, track participant progress, and provide accessible resources.
- Utilizes a trauma-informed and trust-centered orientation coaching strategy
- Maintains resourcefulness and ensures referrals are made in collaboration with internal and external resources.

- Aligns coaching strategies with RMAPI's three main drivers of upward mobility-Dignity & Belonging, Power & Autonomy, Economic Success.

## **QUALIFICATIONS:**

### **Educational Background:**

- Bachelor's degree in Social Work, Psychology, Human Services, Education, or a related field (Master's preferred).
- Certifications in coaching, counseling, or career development (e.g., Certified Career Coach, Life Coach Certification) are a plus.

### **Experience:**

- Minimum of 3-5 years of experience in coaching, mentoring, or case management, ideally with marginalized communities.
- Demonstrated experience working with individuals from diverse socioeconomic backgrounds, especially those navigating systemic inequities.
- Proven ability to facilitate group workshops and deliver engaging presentations.

### **Key Competencies:**

#### **1. Empathy and Emotional Intelligence:**

- Skilled in providing compassionate, strengths-based support, in line with the **EMPath Model's** principles.
- Strong interpersonal skills, including active listening, patience, and the ability to motivate others.

#### **2. Career Development Knowledge:**

- Understanding of career pathways, job search strategies, resume building, and interview preparation.
- Knowledge of local professional development and job placement resources.

#### **3. Cultural Competency and Sensitivity:**

- Awareness of challenges faced by marginalized groups, particularly regarding systemic barriers.

- Ability to create an inclusive environment that respects cultural and socio-economic diversity.

#### **4. Coaching and Counseling Expertise:**

- Expertise in goal setting, action planning, and motivational coaching.
- Capacity to provide personalized coaching that integrates participants' personal and professional goals.

#### **5. Wellness and Holistic Support:**

- Familiarity with mental health practices and stress management techniques.
- Ability to incorporate wellness and self-care into coaching sessions.

#### **6. Problem-Solving and Resource Navigation:**

- Adept at identifying participant obstacles and co-developing practical solutions.
- Knowledge of local community resources and systems to connect participants with necessary services.

#### **7. Communication and Facilitation Skills:**

- Strong verbal and written communication skills for both one-on-one and group settings.
- Proficiency in presenting complex ideas in an accessible and engaging way.

#### **8. Technology Proficiency:**

- Comfortable with virtual platforms, document-sharing tools, and office software.
- Skilled at guiding participants in utilizing online resources effectively.

#### **9. Outcome-Oriented and Data-Driven Approach:**

- Ability to measure and track participant outcomes, ensuring alignment with EMPATH's mobility goals.
- Experience in data collection and reporting to evaluate program impact.

## **COMPENSATION AND BENEFITS:**

The Pathways Coach role provides a rate of pay of \$35 per hour for managing a caseload of up to 10 clients, with each client allocated up to 5 hours of support per month. This position operates under a 1099 independent contractor agreement, offering the flexibility to coordinate schedules with clients to achieve mutually beneficial outcomes.

As an independent contractor, the Pathways Coach is responsible for managing their own tax obligations, insurance coverage, and benefits. Please note that this role does not include traditional employee benefits, such as health insurance or retirement plans.

## **TRAVEL:**

This position may require occasional travel to meet with clients, attend training sessions, or participate in program-related events. Travel expectations will be discussed and agreed upon in advance as part of the flexible scheduling process. RMAPI will reimburse travel expenses, including mileage, that are pre-approved. As a 1099 independent contractor, the Pathways Coach is responsible for covering any travel-related expenses that are not agreed upon beforehand.

## **HOW TO APPLY:**

To apply, submit resume and cover letter to **Martha Cole** at [Martha.Cole@rmapiny.org](mailto:Martha.Cole@rmapiny.org)