



CITY OF OMAHA CLASS SPECIFICATION

CLASSIFICATION TITLE: GANG SPECIALIST

BARGAINING UNIT: CIV MANAGEMENT CODE NUMBER: 0195

PAY RANGE CODE: 4.1 MC REVISION DATE: 9/28/17

NATURE OF WORK:

Work is performed in an effort to reduce gang membership in the City. The work involves gathering information concerning gang membership and the activities of members, and evaluating the depth of the threat of gangs in schools. Work involves advising school administrators as to gang activities, steps to take to minimize gang influence in the classroom, and developing programs aimed at gang eradication in schools. Work also involves providing information to gang members about methods to remove themselves from gang membership, referring individuals who seek counseling, and monitoring the counseling function. An incumbent in this position performs the duties of the position with considerable independence and receives guidance from a sworn police officer.

ESSENTIAL FUNCTIONS: *(Any one position may not perform all the duties listed, nor do the listed examples include all the duties that may be performed in positions allocated to this class.)*

Gathers information concerning local gangs, including makeup and membership, areas frequented, habits and activities, and other identifying characteristics.

Serves as a liaison between school administrators and faculty to provide information, as appropriate, to help staff better cope with gang members in the classrooms and avoid conflicts, with the goal of increasing faculty and student safety.

Assists in developing programs to assist gang members who wish to discontinue their gang membership.

Facilitates the counseling of gang members in the schools and monitors the counselors' efforts.

Works with various entities that provide employment, educational, and recreational programs designed to assist youth in setting positive goals, remaining in or returning to school, and avoiding gang membership.

Makes contact with area gang members and prospective members, impresses upon them the value of completing their education, becoming or remaining gainfully employed, and engaging in socially acceptable recreational activities.

Plans, organizes, and conducts special events to inform community residents of the efforts of the Police Department to attract youth to programs and away from gang membership.

Conducts workshops and seminars detailing the causes of youth entering into gang membership and the means to alleviate those causes.

Meets with agents of other social services and law enforcement to coordinate gang eradication efforts.

Maintains regular job attendance in accordance with a schedule established for the position by the supervisor.

Performs other related duties as assigned or as the situation dictates within the scope of this classification.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of and ability to operate a computer or other technology using standard or customized computer or systems software applications appropriate to the assigned tasks.

Knowledge of the causes that give rise to youth gang membership.

Skill in speaking to individuals and groups of all sizes.

Skill in gaining the confidence of young people.

Ability to learn and adapt to advances in computer and electronics device technology and software.

Ability to work with entities in the planning, organizing, and conducting educational and recreational programs.

Ability to interact with and positively influence area youth.

Ability to meet with teachers, law enforcement, other community officials, and families of youth to explain current programs and to coordinate efforts.

Ability to understand oral or written instructions.

Ability to establish and maintain effective working relationships with fellow employees and members of the general public.

Ability to adhere to safety policies, procedures, and guidelines.

Ability to sit, stand, or walk from up to 100% of the time.

Ability to use up to twenty (20) pounds of force up to 25% of the time and up to ten (10) pounds of force from 26 to 50% of the time to move objects.

EDUCATION AND EXPERIENCE: *(The knowledge, skills, and abilities above may be acquired through, but are not limited to, the following combination of education and/or experience.)*

College coursework or other training in criminal justice, social work, sociology, psychology or a related subject

OR

Two (2) years of responsible experience in working with youth groups. Working with at risk youths preferred.

SPECIAL QUALIFICATIONS

Must be able to transport oneself or coordinate transportation to work sites throughout the city.

PREFERRED QUALIFICATIONS

Bi-lingual speaking ability, preferably in the Spanish language.

WORKING CONDITIONS: *(The conditions herein are representative of those that must be met by the employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.)*

Work is performed primarily in an office setting amid normal levels of dust, odors, fumes, and noise. However, at times an incumbent works outdoors in all weather conditions. There are also times when the incumbent may be exposed to confrontational or hostile situations.

EQUIPMENT OPERATION: *(Any one position may not use all of the tools and equipment listed nor do the listed examples comprise all of the tools and equipment that may be used in positions allocated to this classification.)*

Computer
Telephone

Copier
Teaching aids

Printer
Scanner

Previous Revision Date(s): 3/30/00
5/27/10