

ALL4LOVE, Inc.

Job Title: Intercept Coordinator

Reports To: Program Director (Programs Division)

Status: Full-Time, Non-Exempt

Location: The Warehouse

Salary Range: \$40,000

Organizational Overview

ALL4LOVE is a youth-serving 501(c)(3) nonprofit based in Cambridge, Maryland. Our mission is to empower the next generation of students in Cambridge and Dorchester County through equitable and transformative mentorship, leadership, and athletic programming.

Through its Programs Division, ALL4LOVE provides relationship-centered mentoring, violence intervention, leadership development, athletic programming, and community-based support for young people across Dorchester County. The Intercept Program represents ALL4LOVE's highest level of individualized intervention, serving youth facing significant barriers while helping them build healthy relationships, develop life skills, and create positive pathways toward adulthood.

Position Summary

The ALL4LOVE Intercept Coordinator serves as the lead implementer of the Intercept Program, providing intervention, intensive mentorship, advocacy, and individualized support for youth identified as having elevated needs. This position develops individualized support plans, coordinates community resources, builds meaningful relationships with participants and families, and assists in the implementation of ALL4LOVE's Next Gen mentoring program.

The Intercept Coordinator operates at the intersection of youth, family, school, and community—serving as a consistent, trusted adult while helping participants overcome barriers and achieve personal success. This is a highly relational position that requires flexibility, initiative, and a commitment to meeting young people where they are.

ALL4LOVE's Programs Division operates through a relationship-centered model of youth development. The Intercept Coordinator is expected to implement this philosophy with fidelity while helping participants build healthy relationships, accountability, resilience, and hope.

ALL4LOVE's Intercept Program is grounded in the Relationship-Centered Intervention Model (RCIM), which prioritizes trust, consistency, accountability, and individualized support. The Intercept Coordinator is expected to implement this model with fidelity while helping participants strengthen protective factors, reduce risk behaviors, and build meaningful connections to school, family, employment, and community.

Core Responsibilities

Intercept Program Leadership

- Build and maintain strong, consistent relationships with Intercept participants.
- Serve as the primary mentor and advocate for assigned youth.
- Develop individualized success plans with measurable goals.
- Conduct regular school, home, and community visits.
- Coordinate referrals and supportive services.
- Maintain regular communication with families and community partners.
- Respond appropriately to participant crises and barriers.
- Monitor participant progress toward established goals.

Next Gen Program Support

- Assist the Program Director with implementation of the Next Gen mentoring program.
- Help facilitate mentoring sessions, workshops, service projects, and recreational activities.
- Support participant recruitment, engagement, and retention.
- Assist with college visits, leadership experiences, and special events.
- Build meaningful relationships with Next Gen participants.

Community Collaboration

- Work closely with schools, families, juvenile services, behavioral health providers, law enforcement, and community organizations.
- Connect participants with educational, employment, and community resources.
- Maintain positive working relationships with local partners.
- Represent ALL4LOVE professionally throughout the community.

Data Tracking & Documentation

- Complete timely participant documentation and case notes.
- Track participant goals, referrals, and outcomes.
- Maintain confidential participant records.
- Utilize data to evaluate participant progress and program effectiveness.
- Ensure compliance with organizational policies and grant requirements.

Organizational Engagement

- Participate in ALL4LOVE programs, events, and initiatives.
- Support evening and weekend programming as needed.
- Contribute to a positive, mission-driven team culture.
- Perform other duties as assigned by the Program Director.

Qualifications & Competencies

Required

- Strong desire to serve youth and a demonstrated commitment to making a positive impact in the lives of students, including the ability and willingness to build meaningful, consistent relationships
- Cultural and community competence, with the ability to effectively engage and support diverse populations
- Basic computer literacy, including the ability to use email, documents, and data tracking systems
- Strong communication and interpersonal skills as well as the ability to work independently while collaborating within a team environment
- Knowledge of the City of Cambridge and the unique strengths, challenges, and resources within the community.

Preferred

- Experience working with school-aged youth
- Experience in mentoring, case management, or school-based programming
- Familiarity with Dorchester County or similar communities

Core Competencies

- Ability to connect with and support high-need students
- Consistency, reliability, and strong work ethic
- Problem-solving and adaptability
- Cultural awareness and respect for diverse backgrounds
- Ability to work independently within a structured system

Work Location

This position is community-based and operates throughout the City of Cambridge, with a primary focus on youth living in neighborhoods experiencing elevated rates of violence and community need. The Intercept Coordinator will work from ALL4LOVE Headquarters while regularly meeting participants in schools, homes, community settings, local businesses, and partner agencies. This role requires flexibility to meet youth where they are and participate in evening, weekend, and occasional overnight programming.

Benefits & Work Environment

Time Off & Schedule

- Paid Time Off (PTO)
- Personal Days and Mental Health Days
- School-aligned schedule with flexibility during summer months (reduced work weeks when applicable)

Professional Development

- Paid training and certification opportunities
- Access to professional development in youth development, mentorship, and trauma-informed care
- Opportunities for travel (college visits, program trips, and conferences)

Work Resources

- Apple laptop provided
- Organizational support and team collaboration

Additional Expectations

- Must pass all required background checks for school-based employment, including clearance through Dorchester County Public Schools
- Must not appear on the National Sex Offender Registry
- Occasional evening and weekend availability required

ALL4LOVE is an Equal Opportunity Employer. We are committed to creating a diverse and inclusive environment and welcome all qualified applicants.