



**Job Title:** Newcomers and Afghan Refugee Cultural Navigator (NARCN)

**Job Description:** We are seeking a compassionate and dedicated Newcomer and Afghan Refugee Cultural Navigator to join our team and provide essential support to refugee youth in their journey to adapt and thrive in a new environment. The ideal candidate will have fluency in Pashtu, Farsi, or Persian, along with a deep understanding of the challenges faced by refugee communities.

**Purpose:** The primary purpose of this position is to connect with refugee youth through caring and supportive members of their community, facilitating their integration, educational or vocational goals, and economic self-sufficiency.

**Background:** Funded by the Oregon Department of Education and the Department of Human Services (DHS), Self Sufficiency Program (SSP), and Refugee Program, this role is essential in providing Refugee Youth Mentorship services.

**Responsibilities and Goals:**

- Connect with refugee youth from various refugee communities to assist in their integration into US society through mentorship.
- Collaborate to establish educational and certification pathways for early learning providers, particularly those serving Afghans and Burmese communities.
- Facilitate alignment between early childhood and K-3 education for Afghan and Burmese early learners.
- Develop culturally and linguistically appropriate programs for Afghan/Burmese students with limited or no formal schooling in Oregon.
- Contribute to increased literacy and numeracy outcomes for Afghan/Burmese students.
- Work towards reducing disciplinary actions for Afghan/Burmese students.
- Improve attendance rates and reduce absenteeism among Afghan/Burmese students.
- Support the on-track rate for freshmen Afghan and Burmese students.

**Services Provided by Cultural Navigators:**

- Identify refugee children/youth with special needs and provide outreach to enroll them in the program.
- Create individualized service plans for each youth in collaboration with the youth, parents, and school staff.
- Conduct weekly meetings with youth to provide mentorship, tutoring, and encourage participation in positive activities.



- Organize activities such as field trips, sports leagues, and tutoring sessions.
- Create safe spaces for young girls with shared identities and experiences.
- Avoid service duplication with other programs.
- Provide services through project staff and volunteers.

**Minimum Qualifications:**

- Associate degree or three years of college; Preferred Bachelor's Degree in relevant fields.
- 1 year of experience in program coordination, leadership, and program development.
- Excellent oral and written communication skills.
- Fluency in Pashtu, Farsi, or Persian.

**Outcomes and Safety:**

- Measure project success through the effectiveness of service plan goals.
- Conduct interviews, surveys, and academic reviews to assess improvements in self-esteem, academics, and family involvement.
- Obtain parental permission for youth participation.
- Ensure adult supervision during field trips.
- Complete background checks for all staff and volunteers working with youth.

**Reporting Requirements:**

- Provide monthly reports including participant information, mentorship hours, and completed activities.
- 

If you are passionate about empowering refugee youth, have the necessary language skills, and are committed to making a positive impact, we encourage you to apply for this meaningful role. Please submit your resume and a cover letter highlighting your language proficiency and relevant experience.

**Application Instructions:** To apply, please send your resume and cover letter to [[info@aycoworld.org](mailto:info@aycoworld.org), [Bakri@aycoworld.org](mailto:Bakri@aycoworld.org)]. In your cover letter, please emphasize your fluency in Pashtu, Farsi, or Persian and discuss how your skills align with the goals of this position.

Join us in supporting refugee youth and fostering a more inclusive community. Your dedication can make a lasting difference in their lives.