

JOIN OUR TEAM

WHY HALO

Enjoy making a difference every day.



Help one more child
spend one less day alone.

DEAR HALO CANDIDATE,

Everyone can think of that one moment in their life that changed everything. It's the moment that made you who you are today. For thousands of kids around the world, HALO is that moment. At HALO, we give our kids a home in which hope can emerge from hardship. And where drawings about their past unlock dreams about their future. We work wherever kids who have been abused, abandoned, and orphaned, need to feel loved. We work to help one more child spend one less day alone.

Thank you for your consideration in joining our mission.

Kindest Regards,

Rebecca Welsh, HALO Founder & CEO



HOUSING



HEALING



EDUCATION

HALO

CHANGE THE WORLD

HALO was started with a group of committed volunteers who wanted to make a lasting impact in the lives of children in the greatest need. They each offered their unique skill set to HALO and collectively started something that would serve thousands of children around the world. To this day, the HALO Team is formed of staff, volunteers, interns, and donors with unique skill sets who have the same mindset: work smart, make the most impact, and have fun while doing it.

HALO provides the foundation of a family for children without one. Each year, HALO serves over 3,000 children in need around the world. This work ranges from providing basic needs like food and shelter to giving them the mentorship they deserve.

At HALO, you can change the world. When you join HALO, you become a part of a community who is fiercely passionate about serving children in need and breaking the cycle of poverty. We want HALO to not just be a job to you, but to be a place where you ***enjoy making a difference every day.***

ABOUT HALO

- At HALO, we believe that love heals. When we say Love Heals, love means providing services like housing, healing and education to at-risk and homeless children.
- HALO is a global organization, serving children all over the world. HALO began in 2005 by HALO Founder Rebecca Welsh and is headquartered in Kansas City, Mo.
- Our Purpose: We believe every child should have the support of a family.
- Our Mission: Help one more child spend one less day alone.
- Our Vision: To provide the world's orphaned and abandoned children the foundation of a family in which hope can emerge from hardship.
- Our Values: Respect, Accountability and Stewardship, Collaboration and Inclusiveness, Forward Thinking Leadership, Responsiveness and Timeliness.
- HALO stands for Helping Art Liberate Orphans. Art is in everything that we do. It's one of the things that sets us apart from other nonprofits.



EMPLOYEE BENEFITS

- Healthcare, Vision and Dental Insurance: HALO provides 100% Healthcare, 100% Vision and 50% Dental Coverage for full time staff members.
- Paid Time Off: Holidays, Vacation, Maternity & Paternity Leave, Medical Leave, Personal, Sick & Bereavement Leave, and Birthdays.
- Workplace Flexibility and Family First Support: We get it. Things come up in your schedule like a doctor's appointment or home repair. Just let us know, and we'll work with you to make up your time.
- Referral Bonus: \$300 for every new team member you recruit to work at HALO.
- Retirement: You have an opportunity to start saving for your retirement as soon as you join HALO as a full time or part time employee by contributing to the HALO 403b retirement plan. HALO contributes a discretionary match up to 3% to your retirement after one year of service. You become vested after 3 years at HALO.
- Technology: At HALO, each employee is provided a computer with specific software installed to support your role.
- Secondary Trauma Support: HALO prioritizes the wellbeing of our staff and believes that we can only care for others as well as we care for ourselves. We provide secondary trauma support through annual trainings and opportunities for collaboration among program departments. Additionally, we provide debriefing support with a licensed professional when applicable.
- All Inclusive Culture: HALO fosters a climate where everyone can be their authentic selves. We work hard to create an inclusive, welcoming and healthy environment at HALO. This is vital in the continuation of our work and supporting our amazing staff.



EMPLOYEE BENEFITS



Growth and Career Development

There's always room to grow at HALO! We support and encourage you to attend opportunities to further your knowledge in your career.

- **Training Resources:** HALO sets you up for success so that you can make an incredible impact in your new role. There are several training resources and orientation materials to support your role such as Medication Administration certification, CPR/First Aid, and more. Annually, all staff working directly with youth, are required to complete a minimum of 40 training hours that are relevant to the runaway and homeless youth population. HALO facilitates four annual trainings topics per year: Trauma Informed Care, Suicide Risk Assessment and Prevention, Crisis Intervention, and Secondary Trauma.
- **Performance Reviews:** We care about you and want you to grow professionally. HALO provides three opportunities annually to provide you feedback on your role. This includes a Pre Review in September, End of the Year Review in December and a Formal Review in April.
- **Surveys:** HALO conducts surveys throughout the year to gather your valuable feedback.

**NONPROFIT
CONNECT**
NETWORK. LEARN. GROW.

All HALO employees are members of Nonprofit Connect. This valuable resource provides webinars, workshops and networking opportunities.

MORE REASONS WHY HALO

- The HALO Team: Fighting youth homelessness is hard. It's important to support each other. We are a team and here to build each other up.
- Our Leadership: We have exceptional leaders within HALO that care about their team members and want to help them grow. When you join HALO, you also gain a leader to help keep you accountable and lock arms with you on your professional development.
- Trauma Informed Care Principles: HALO staff and volunteers follow these principles daily: Safety, Voice/Choice, Collaboration, Empowerment, Trustworthiness Through Transparency, and Cultural Diversity.
- Celebrations are important at HALO! We recognize and cheer on our team for the small and big celebrations that have happened throughout the month.



- Cool Factor: It's not uncommon to see well-known celebrities like Oprah, Bryce Dallas Howard or Gillian Flynn support HALO, just to name a few. For years, HALO has been featured on local and national news for making a difference in the world.
- We also have some amazing sponsors like Moroccanoil who provide additional perks for our team members. It's fun to shower our team with extra ways of saying "Thank You" for their hard work and impact.

Celebrating 20 years and thousands of lives changed.

20
YEAR
ANNIVERSARY

Love heals.



HEAR FROM OUR TEAM

"HALO stays true to the mission and cares about their employees."

"HALO is not just a job. It's a place where you can truly change the world."

"HALO is a great team, and you have the opportunity to learn, grow and make a difference in your role."

"What I love about HALO is our compassionate, flexible, and inclusive culture."



"HALO gives kids hope and provides a safe and stable place to focus on their goals such as being financially stable, graduating from school, or securing long term employment. We provide family support and believe in our kids."

**"HALO PROVIDES A
SAFE PLACE. IT'S
GENUINE. THEY'LL
SHOW YOU THE
LOVE YOU
DESERVE."
- HALO YOUTH, 19**



WATCH: HALO Featured on TODAY with Hoda & Jenna

Ready to make a positive impact?

Apply here: haloworldwide.org/careers-and-internships

