JUST communities
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JOB DESCRIPTION

TITLE: Youth Organizer, South Santa Barbara County

REPORTS TO: Program Manager

APPLICATION DEADLINE: Friday, August 8, 2018

JOB SUMMARY: Part-time position (average of 15 hours per week, though hours may fluctuate between weeks to accommodate for programming and youth events). The Youth Organizer works under the general supervision of the Program Manager to coordinate and facilitate key Just Communities' youth programs throughout South Santa Barbara County. General responsibilities include supporting youth leadership and engagement through the Change Agent Network for Dismantling Oppression (CAN DO) in South Santa Barbara County (e.g. Santa Barbara, Goleta, Carpinteria.) and Coordinating the Talking in Class program alongside the Program Manager through administration of program logistics and facilitation.

Deep understanding of and experience facilitating training around issues of racism, sexism, heterosexism, genderism, classism, and language justice issues are key to this role.

KEY RESPONSIBILITIES:

Support Just Communities' comprehensive efforts to develop and support high school age leaders and activists who are dedicated to fostering social justice in their schools and communities. Coordinate Just Communities' youth organizing efforts by working with and supporting CLI, YOI and Talking in Class alumni.

- Provide year-round follow-up support to graduates of *CLI, YOI and Talking in Class* in their efforts to advance social justice and equity in their schools and communities and by coordinating CAN DO.
- Coordinate and hold 1-2 meetings per month of the South County CAN DO open to all Just Communities youth program graduates. At least one of these monthly meetings should be a longer meeting on a weekend. The purpose of these meetings is to:
    - Continue the leadership development of CAN DO youth and build on their skills around organizing, advocacy, and understanding of issues of oppression;
    - Allow a space for student to work collaboratively on their change efforts;
    - Provide a space for students to continue to heal around multiple forms of oppression and inequality.
- Work with other Just Communities Youth Organizers to coordinate and hold CAN DO Retreats 2 times per year to build on their skills around organizing, advocacy, and understanding of issues of oppression.
- Work with CAN DO youth to develop a sustainable youth-led leadership model to engage youth leaders from all demographics and educational experiences.
- Provide on-going *formal* support to CLI, YOI and Talking in Class graduates through once per month meetings with each school or community-based team to coach and support them in the implementation of their action ideas, plans, campaigns, and/or change efforts.

- ➢ Provide on-going *informal* support, coaching, mentorship, and guidance to CAN DO members, empowering them to foster change in their own lives, schools, and communities.
- ➢ Work with Program Manager(s) to develop an on-going network of engaged adult volunteers to build community support for CAN DO, CLI, YOI and Talking in Class.
- ➢ Develop collaborative relationships with youth organizers and youth program staff of other organizations.
- ➢ Community organizing and advocacy to advance youth activism, leadership, and engagement throughout South Santa Barbara County including, but not limited to advocacy, organizing, and partnership with school districts, community organizations, and public agencies to improve policies, procedures, and structures that foster youth voice and participation in leadership and decision-making.

ADDITIONAL RESPONSIBILITIES:

- ➢ Track meaningful outcomes of youth organizing and advocacy efforts and report and evaluate with Program Manager.
- ➢ Work with Program Manager on recruitment and facilitation for Talking in Class program held in schools.
- ➢ Maintain contact with other South SB County programs, services, and organizations.
- ➢ Maintain healthy and appropriate boundaries with youth to be able to serve as a coach, mentor, role model, and support in empowering and professional ways.

SKILLS/ABILITIES/EXPERIENCE:

- ❑ Sincere dedication to the mission and philosophy of Just Communities.
- ❑ Experience working with youth in supportive ways that model equitable and empowering youth-adult partnerships.
- ❑ Ability to establish and maintain respectful, appropriate, and empowering boundaries when working with youth.
- ❑ Excellent verbal and written communication skills, including the ability to communicate effectively with diverse individuals and groups.
- ❑ Experience in community organizing, coalition-building, and social change activism. Experience with public policy advocacy a plus.
- ❑ Strong ability/knowledge of facilitation, group dynamics, and public speaking.
- ❑ Experience working with educators, families, and youth from a variety of grade levels K-12 and strong understanding of the K-12 education system.
- ❑ Prior experience in community organizing and or youth development, or related field.
- ❑ An in-depth understanding of issues of diversity, equity, oppression, and social justice especially issues of racism, sexisms, heterosexism, genderism, classism, and language. Familiarity of such issues facing individuals and communities in CA's Central Coast a plus.

- ❑ Willingness to constantly examine and take responsibility for own biases, attitudes, and role in various systems of inequality.
- ❑ Commitment, ability, and desire to build successful working relationships with a diverse range of individuals and institutions in a variety of environments.
- ❑ Ability to research, process, and organize a variety of information and data.
- ❑ Computer proficiency in Windows/Microsoft Office environment; experience with desktop publishing software and website management a plus.
- ❑ Ability to manage time in order to coordinate multiple projects.
- ❑ Ability to set own work priorities, manage responsibilities and time.
- ❑ Youth Organizer should expect to work evenings and weekends regularly, with flexible time off at other times.
- ❑ Must have reliable transportation to meetings at locations throughout the communities we serve. If driving a vehicle, a valid driver's license and auto liability insurance is required.
- ❑ Background check will be required. TB test and Live Scan checks prior to employment.
- ❑ Fully bilingual and bi-literate in Spanish and English strongly preferred (fluency in other languages a plus).
- ❑ Experience with interpreter training programs a plus.
- ❑ Experience working with indigenous immigrant communities a plus.

PHYSICAL DEMANDS:
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

START DATE: August, 2018

COMPENSATION: Please contact Just Communities for rate of pay.

TO APPLY:
Please email resume with cover letter to Lena Moran at lmoran@just-communities.org with Subject: Just Communities South County Youth Organizer.

ORGANIZATIONAL BACKGROUND
Just Communities Central Coast advances justice by building leadership, fostering change, and dismantling all forms of prejudice, discrimination, and oppression. Just Communities was established in 2001 as The National Conference for Community and Justice (NCCJ) of California's Central Coast and is a founding member of the National Federation for Just Communities. Our mission includes all of the ways individuals and groups are systemically excluded or oppressed.

Just Communities does not discriminate against any employee or applicant for employment because of race, sex, color, gender, gender identity, sexual orientation, disability, national origin, religion, creed, age, marital status, citizenship or authorized alien status or veteran status.