

The Brotherhood/Sister Sol

Job Description: Brotherhood Chapter Leader, Rites of Passage Program



June 2020

About The Brotherhood/Sister Sol (Bro/Sis): Based in Harlem and founded in 1995, Bro/Sis is a social justice and youth development organization that provides holistic and long-term support services to youth who range in age from eight to twenty-two. Bro/Sis offers wrap around evidence-based programming such as four-six year rites of passage programming, thorough five day a week after school care, school and home counseling, summer camps, job training, college preparation, employment opportunities, community organizing training, and month long international study programs to Africa and Latin America. Bro/Sis is locally based with a national reach as we publish assorted curricula and collections of our members' writings; train educators from throughout the nation on our approach; and organize and advocate for social change. Bro/Sis has earned national recognition for our evidence-based model, receiving an array of awards, including from Oprah Winfrey, Ford Foundation, Brown University, New York Women's Foundation, and the New York State Department of Education.

The organization has 33 full time staff, serves 1,000 young people throughout New York City, manages a six million dollar operating budget, growing to eight million dollars in 2020, and has begun construction on a eighteen million-dollar new building and capital construction project slated for completion in early 2021. Assorted New York State and New York City agencies have stated this development is one of few buildings of its kind being built in NYC and the only one in Harlem – 100% community educational use, no housing or retail or other areas of focus. This is solely a home for the development of Bro/Sis, a space to work to change policies that will more broadly and systemically help our children, and a site to train the field so that others can improve their youth development.

POSITION SUMMARY

At the core of our work with young people is the Rites of Passage program that is facilitated by dedicated and experienced Chapter Leaders. Chapter Leaders are experienced youth workers and educators with an affinity for youth development. Chapter Leaders are prepared to make *at least a four-year commitment*. This kind of constituency and commitment speaks volumes to our members and is necessary in order to do this work well. As a Chapter Leader, you and your partner will *build a chapter that provides a safe space to expose young men to new possibilities and positive experiences that are exciting, constructive and eye-opening*. Chapter Leaders help members expand their minds and help them follow their dreams by co-coordinating *holistic single-sex programming* with diverse activities and providing a nurturing, engaging and educational environment. A Chapter Leader is a natural mentor who is able to lead and counsel and educate youth and is able to *facilitate a wide array of interactive and educational programs geared toward teens*.

RESPONSIBILITIES

- Co-develop innovative educational and cultural activities and curriculum to facilitate Rites of Passage activities for weekly
- Chapter sessions and conduct Rites of Passage activities for youth ages 12-18.
- Recruit Chapter members and work closely with school staff to create a network of support
- Provide members with holistic and comprehensive support - available 24/7 to members
- Document program activities and maintain youth records
- Plan program year, identifying key issues to address
- Serve as our members' teacher, counselor and mentor, helping them develop a strong sense of self

EXPERIENCE & PERSONAL REQUIREMENTS & SKILL SETS

- Prepared to make at least a 4-year commitment
- Established experience in curriculum, program and youth development including knowledge of developmental issues
- Knowledge of Pan-African and Latinx History and Culture
- Excellent educator
- Expert mentor and youth facilitator
- Experience engaging youth about community organizing & social justice or horticulture & gardening is a plus
- College or professional degree in education or related areas a plus
- Strong MAC computer skills
- Able to work with diverse staff and volunteers
- Bilingual, Spanish-English a plus
- Licensed driver & ability to drive a 15-passenger van a plus

BENEFITS: Bro/Sis applies its social justice lens to human resources and accordingly offers highly competitive salaries with a comprehensive benefits package including fully-covered health insurance, as well as dental, vision and life insurance; a 3% employer contribution to a 403(b) retirement account; over 30 days of combined vacation/sick/personal time off; and a generous office holiday calendar that includes additional time off during the Winter Break. The organization and its Board of Directors are fully committed to an organization that supports its staff and thoughtfully considerate of employee work-life balance.

APPLY: Email resume and detailed cover letter to resume@brotherhood-sistersol.org