The Brotherhood/Sister Sol
Job Description: Liberation Program Youth Organizer

July 2020

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 an 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:

Liberation Program Youth Organizer hold space for youth leaders to emerge as social justice change agents, activists, and community organizers. They educate Bro/Sis members to develop skills to identify problems within their community, analyze solutions, and effect change. They guide members as they learn about historic and contemporary leaders as well as movements on local, national, and international levels. They train members to co-facilitate workshops, develop and manage organizing campaigns, and coordinate related actions. They collaborate with other staff and partner organizations to support members in advancing their critical literacy so as to read the word and the world. They arm our youth with the tools to create a more just world.

RESPONSIBILITIES

- Create and co-facilitate programmatic calendar, curricula, and activities regarding social justice, youth development, and community transformation for youth ages 14-17
- Manage campaigns and program logistics, including reporting and evaluations
- Develop and implement a plan to recruit and retain new members
- Provide members with holistic and comprehensive socio-emotional support - available 24/7 to members
- Serve as an educator, a counselor, and a near-peer mentor to help members individually develop a strong sense of self
- Work with a diverse collective—including but not limited to youth organizers members, alumni, and interns as well as Liberation Program co-Facilitator, Lead Organizer, and Associate Executive Director
EXPERIENCE & PERSONAL REQUIREMENTS & SKILL SETS

- Prepared to make at least a 4-year commitment to Bro/Sis
- Two or more years of youth development and organizing experience—including coordinating youth organizing efforts; developing curricula for social justice leadership training; and participating in citywide organizing efforts
- An affinity for youth and established experience engaging youth in both social justice education and organizing
- Comprehension of existing local and national issues related to education justice, decarceration and criminal justice reform, drug policy reform, and/or immigration reform
- A profound analysis of the ways gender, sexuality, class, ethno-racial identity, and immigration status intersect with the aforementioned social justice issues
- Deep-rooted knowledge of African Diasporic and Latinx socio-political history, culture, and social movements
- A strong writer and oral communicator
- Available some weekends for retreats and college trips
- Bilingual/Multilingual is a plus
- College or professional degree in related areas is a plus
- Licensed driver is 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