



The Brotherhood Sister Sol

Job Description: Brotherhood Chapter Leader, Rites of Passage Program

July 2021

About The Brotherhood Sister Sol (BroSis):

The Brotherhood Sister Sol is a social justice youth development organization that since 1995 has been a place where Black and Latinx youth claim the power of their history, identity and community to build the future they want to see. By educating, organizing and training, we are challenging inequity and creating opportunity for all.

BroSis provides holistic and long-term support services to youth who range in age from eight to twenty-two. BroSis 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. Based in Harlem, NY but with a national reach, 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. BroSis has earned national recognition for our evidence-based model, receiving an array of awards and funding from a host of national foundations, including Novo Foundation, Doris Duke Foundation, Marlene Nathan Meyerson Foundation, Charles Hayden Foundation, The William R. Kenan Charitable Trust, New York Community Trust, Comic Relief/Red Nose Day, William Stamps Farish Foundation, and more.

The organization has 32 full-time staff, serves thousands throughout New York City, and has a \$8.5 million dollar operating budget. In addition, we are working to complete an approximately \$22 million capital campaign to fund construction of our new home, which is scheduled for completion in September of 2021. It is an exciting period of organizational growth and increased impact in our community and beyond.

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
- Facilitate 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
- Plan and co-facilitate parent meetings and events
- 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 youth developmental issues
- Knowledge of our curricular "Focus Issues": Pan African & Latinx History, Dismantling Sexism & Misogyny, Drugs & Substance Abuse, Conflict Resolution & Violence Prevention, Leadership Development, Academic Achievement, Mind, Body & Spirit, Sexual Education and Responsibility, Political Education, Financial Literacy, LGBTQ Justice, Environmental Justice.
- 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 and Google suite skills
- Able to work with diverse staff and volunteers
- Bilingual - Spanish/French as well as English is welcomed
- Licensed driver & ability to drive a 15-passenger van a plus

BENEFITS: At The Brotherhood Sister Sol, we offer competitive salaries with a comprehensive benefits package including, health, dental, vision and life insurance, 3% employer contribution to 403(b) retirement account. As well as four weeks' vacation in addition to personal days, paid holidays and office closure during Winter Break.

As The Brotherhood Sister Sol is a youth development organization that works in close quarters with young people and children, and as the safety of our children and their families and our community is paramount - **we have instituted a policy that all staff must be fully vaccinated by the start date of this position - September 7th.** If there is a medical or religious reason for an exemption from vaccination this can be presented and will be considered.

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