



## The Brotherhood Sister Sol

**Job Description:** Environmental Program Facilitator

**Salary:** \$70,000 - \$75,000

### **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 funders, including Marlene Nathan Meyerson Foundation, Charles Hayden Foundation, NBA Foundation, Kraft Heinz, New York Community Trust, Comic Relief/Red Nose Day, William Stamps Farish Foundation, and more.

The organization has over 50 full-time staff, serves thousands throughout New York City, and has a \$11 million dollar operating budget. In addition, we have just moved into our new building - a 22,000 square foot state-of-the-art beacon for youth development. It is an exciting period of organizational growth and increased impact in our community and beyond.

**The Environmental Program (EP):** The Brotherhood Sister Sol is a lead organization actively engaged in the urban gardening & environmental justice movements. We are the caretakers of the NYC Parks Department Frank White Memorial Garden located adjacent to our headquarters and have been responsible for developing the 6,000 sq/ft lot into a Environmental Learning Center that includes a functional Urban Farm (producing more than 30 varieties of fruits and vegetables), a Green House, an aquaponics system, a Group Challenge Course, as well as recreational seating and performing areas. All of these features have been co-designed and constructed by our youth members and local community residents. We also manage a weekly youth-run farmers market, and engage our members in city-wide efforts to improve the local environment. EP teen members learn environmental skills in 4 interdependent Core Groups: Horticultural Science, Sustainable Design, Food Empowerment and Community Organizing.

## **POSITION SUMMARY**

We are seeking an experienced youth development worker and environmental educator with a love for environmental Justice and community organizing. The Facilitator will report to the Senior Manager of the Environmental Program and work collaboratively with the Environmental Program team to ensure the smooth operation of all programmatic activities. The Facilitator will develop and facilitate a wide array of interactive and educational activities geared toward youth in middle and high school. They must be a dedicated and charismatic youth worker who is able to create fun and innovative workshops, and is able to work to holistically develop and guide youth. They must also have experience in organizing youth and community residents to create positive change in their communities.

## **RESPONSIBILITIES**

- Develop innovative activities and curriculum for middle school and high school students
- Organize youth members to advocate for Environmental Justice
- Lead campaign to increase composting in local communities
- Work collaboratively with EP staff to plan and facilitate all program activities
- Recruit youth and community members to engage in EP programming and activities
- 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

## **EXPERIENCE & PERSONAL REQUIREMENTS & SKILL SETS**

- 5 years experience in curriculum, program and youth development with middle and high school youth
- Broad understanding of environmental issues and education
- Experience organizing with youth to advocate for social change
- Knowledge various issues critical to youth development
- Experience in curriculum, program & youth development
- Strong computer skills
- Communicates well verbally and in writing
- Able to work collaboratively with diverse staff & volunteers
- Able to drive a 15 passenger van (a plus)
- Prepared to make at least a 4-year commitment

## **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. Staff are entitled to four weeks' vacation; as well as quarterly personal days; and office closure during Winter Break that is approximately 8 vacation days in addition to Christmas and New Year's Day as well as 9 additional paid holidays and 8 sick days; equating to about 10 weeks of PTO per annum.

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. If there is a medical or religious reason for an exemption from vaccination this can be presented and will be considered.

BroSis offers a competitive salary commensurate with relevant experience with the potential for an annual performance-based increase. The incoming salary range for this position is \$70,000 - \$75,000 per year. New hires are typically brought into the organization at a salary closer to the start of the range depending on qualifications, internal equity, and the budgeted amount for the role. All staff are eligible for annual performance-based increases. Because we value staff tenure in each role, we do not currently cap salary ranges.

**APPLY:**

Please submit a Cover Letter and Resume to be considered for this position to [resume@brotherhood-sistersol.org](mailto:resume@brotherhood-sistersol.org) or [brotherhoodsistersol.bamboohr.com/careers](https://brotherhoodsistersol.bamboohr.com/careers)