



The Brotherhood Sister Sol

Job Description: Sister Sol Chapter Leader

Salary Range: \$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.

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 women 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 for groups of young women in middle and high school
- Facilitate Chapter sessions and conduct Rites of Passage activities
- 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 and co-facilitate parent meetings and events
- 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
- 5 years experience in curriculum, program and youth development with middle and high school girls
- 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.
- Expert mentor and youth facilitator
- Strong MAC computer and Google suite skills
- Able to work with diverse staff and volunteers
- College or professional degree in education or related areas a plus
- Bilingual is a plus
- 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, employer funded 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 to \$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 or brotherhoodsistersol.bamboohr.com/careers