



# THE BROTHERHOOD SISTER SOL

**Job Description:** Facilitator and Organizer, Liberation Program

**Liberation Program Salary:** \$70,000 - \$75,000 per annum

**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 challenge inequity and create opportunity for all.

BroSis provides holistic and long-term support services to youth between the ages of eight and 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 nationwide 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 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:**

The Liberation Program Facilitator and Organizer will report to the Director of Organizing and Liberation Program Coordinator of The Brotherhood Sister Sol (BroSis) and be responsible for the success of the Liberation Program and other youth organizing projects.

The Liberation Program Facilitator and Organizer holds space for youth leaders to emerge as social justice change agents, activists, and community organizers. They educate BroSis members so that they may 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.

Moreover, as an organizer, they facilitate, catalyze, and advance internal campaigns and activism projects while representing The Brotherhood Sister Sol in longstanding coalitions and partnerships. Working closely with and alongside both our youth and larger organizing team, this organizer will engage and develop youth and community; evolve campaign strategies and tactics; build with, activate, and survey stakeholders; and supervise interns and fellows — all so as to deliver quality weekly programming as well as annual public fora events, enable youth-led recruitment, and facilitate liberation schools.

## **RESPONSIBILITIES:**

### *Facilitator: 40%*

- Collaboratively develop individual programmatic objectives, fulfill program objectives, and ensure program success
- Collaboratively plan programming from start to completion – deadlines, retreats, college trips, and annual new endeavors
- Co-Facilitate weekly programmatic team meetings and opportunities for youth empowerment (events, hearings, rallies, etc.)
- Create and co-facilitate programmatic calendar, curricula, and activities regarding social justice, youth development, and community transformation for youth ages 14-17
- Build out the published curriculum with the curriculum development team

### *Program Management: 20%*

- Manage program logistics, including reporting and evaluations
- Develop and implement a plan to recruit and retain new members
- Facilitate programming logistics – which includes but is not limited to: communicating with parents, families, members, and community to ensure wraparound youth support; managing youth data with necessary privacy; supervising common spaces and building with all BroSis members therein; attending requisite school visits to support members academically
- Provide members with holistic and comprehensive socio-emotional support - collectively, along with fellow staff, available 24/7 to members
- Serve as an educator, a counselor, and a near-peer mentor to help each member individually develop a strong sense of self

### *Organizer: 40%*

- Manage youth campaigns and advance socio-political and organizing training of members
- Develop and maintain relationships with a broad coalition of partners — especially our current social justice organizational collaborators; develop cross-movement strategies and coalitions for all BroSis campaigns
- Guide the current campaign and adjust organizing and policy/legislative strategies to meet changing demands; consistently monitor progress to goals
- Lead a new organizing project
- Represent us at rallies, protests, hearings, meetings, and other events
- Attend monthly school, district, and community meetings
- Engage youth, community members, and other stakeholders in campaign work and power-building efforts
- Nurture political reach with elected officials regarding campaign demands and co-craft political education efforts for BroSis staff and communities
- Develop and implement targeted campaigns, with supporting materials, to coordinate organizational responses to both negative and positive policy actions at the local, state, and national levels
- Work with a diverse collective – including but not limited to members, alumni, interns, Liberation Program co-facilitator, Liberation Program Coordinator, and Program Director

## EXPERIENCE, PERSONAL REQUIREMENTS, & SKILL SET:

- Prepared to make at least a 4-year commitment to BroSis
- 3+ years of youth development and organizing experience – including coordinating youth organizing efforts; developing curricula for social justice leadership training; creating dynamic programming; 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, 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
- Experience in and/or knowledge of social work and counseling realities and practices within the Department of Education
- Deep-rooted knowledge of African Diasporic *and* Latinx socio-political history, culture, and social movements
- A strong writer and oral communicator
- Demonstrated success in operationalizing innovative programs
- Experience working with a high-performing, collaborative, and constructive peer group
- Expansive and intersectional solutions-oriented approach
- 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:**

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, we work closely with young people and children. The safety of our children, their families, and our community is paramount, and 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:**

Email resume and detailed cover letter to [brotherhoodsistersol.bamboohr.com/careers](https://brotherhoodsistersol.bamboohr.com/careers)