



YPLC Lead Navigator

(COMPASS: ACTIVITY SPECIALIST)

THE OPPORTUNITY

Ella Baker Institute (EBI) lives through the wisdom of our namesake: “Give light and people will find the way.” In honor of Ella Baker’s enduring legacy, EBI was created to provide community-responsive learning experiences centered on catalyzing leadership development and community well-being. To support the continued success of our flagship program, **Young People’s Leadership Cooperative** (YPLC), we are looking for a **Lead Navigator** to join our team.

ABOUT EBI

EBI’s vision is that education can serve as a connective force to cultivate community well-being and development. In service of our vision, EBI’s mission is to provide community-responsive learning experiences where young people lead and communities gain the holistic supports they need to thrive as radical change-makers in their communities and beyond. We make this happen by focusing on three groups: Black and Brown marginalized youth, social impact organizations, and historically underserved Black and Brown communities.

With the ideals of collective and values-based leadership, we center the following in all we do:

- **Love** humanizes our work and fuels us to build upon our ancestors’ legacies
- **Trust** creates the psychological safety necessary to center and amplify youth voice
- **Innovation** helps us center our creative genius in all we do
- **Sustainability** helps us honor Nature and our need for collective well-being to sustain our work together
- **Interconnectedness** reminds us that we need each other to make lasting community change

ABOUT YPLC

YPLC is an afterschool program grounded in the three R’s of community-responsive pedagogy: relationships, relevance and responsibility. In this way, young people lead the way toward building critical consciousness while strengthening their self-concept, and positively impacting their own communities. To accomplish this, young people engage youth-led participatory action research ([YPAR](#)) to identify challenges in their community, investigate those challenges, and implement solutions for greater community well-being. [Visit here](#) for further details on YPLC.

YPLC LEAD NAVIGATOR POSITION SUMMARY

In this part-time role, you will join our YPLC staff and become part of an amazing team of dedicated and passionate leaders committed to serving Black and Brown communities. In primary partnership with our Associate Director of YPLC and Head of Educational Impact, Lead Navigators will facilitate all student-facing learning, activities and community experiences with youth participants and their families. In alignment with EBI’s core values, mission and vision, the leaders in this role will deliver our community-responsive curriculum and provide young people with engaging and identity-affirming experiences to support their growth and leadership development within the program. In collaboration with the YPLC Associate Director, Lead Navigators will foster and maintain strong family/caregiver and community relationships on behalf of EBI. Additionally, Lead Navigators will take part in data



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collection activities to capture the story of the YPLC journey in collaboration with the Head of Partnerships + Sustainability..

PROGRAM LEAD ROLES + RESPONSIBILITIES

The primary responsibilities of YPLC's Lead Navigator role include but are not limited to the following three areas:

PROGRAM FACILITATION

- Deliver community-responsive programming in alignment with EBI's mission, vision, values and goals
- Uphold safety procedures, policies and guidelines for youth and fellow program staff
- Collaborate with the Director of Learning + Unlearning and Associate Director of YPLC to iterate on program structure, activities, goals, etc.
- Maintain a collective leadership approach with other Program staff to ensure the delivery of content and attainment of outcomes as well as sharing best practices for successful implementation
- Take part in meetings and professional development activities and consistently model youth development and instructional best practices.

STAKEHOLDER MANAGEMENT

- Build and maintain positive relationships with appropriate school site staff and leadership
- With a culturally responsive approach, serve as primary contact for parents/caregivers
- Collaborate with community partners, invited speakers, guest workshop leaders, etc.
- Maintain positive relationships within the school and surrounding community
- Identify, develop and maintain positive relationships within the school and surrounding community

PROGRAM EVALUATION

- Participate in observations conducted by the Associate Director to formally and informally evaluate progress toward programmatic goals set with the Head of Educational Impact
- Collaborate with senior staff to ensure integrity in data collection procedures
- Participate in activities related to drafting programmatic reports

WHO YOU ARE

You are a seasoned program facilitator with particular expertise and/or demonstrated passion for working with Black and Brown young people through identity-affirming programming. You are a leader in your own right, with a collectivist mindset and a can-do spirit; that is, you live by the adage: "If you want to go fast, go alone. If you want to go far, go together." You have demonstrated skill in delivering culturally-responsive instruction and successfully managing multiple priorities at one time. You are passionate about building equity and cultivating wellness in Black and Brown communities.



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You are able to manage and resolve conflict with superb problem-solving skills. You have strong written and verbal communication skills, with a creative knack for ideating and delivering engaging programming for young people. You excel in managing resources effectively, working autonomously yet collaboratively, and taking a collaborative approach to supporting your team. You have competency with Microsoft and Google suite applications.

EDUCATION + EXPERIENCE REQUIREMENTS

You hold a Bachelor's degree or are currently pursuing a postsecondary degree in education and/or a related field with a focus in areas like STEAM, the Arts, or other specialties relevant to youth development. You hold a minimum of four years experience in program facilitation, teaching, and/or youth development, with at least one year of experience in a supervisory role, including management of program content.

COMPENSATION

EBI offers part-time compensation of \$25 - \$30/hour, commensurate with experience, along with opportunities for advances with progress in the role.

JOIN US

To apply for this role, submit your resume with a cover letter [via this form](#). Be prepared to answer the following questions on the form:

- (1) What are the top three values that drive you and how do they show up in your work with young people?
- (2) What is your approach to working with Black and Brown young people and their families?
- (3) What are your long-term aspirations as it pertains to working with young people, Black and Brown communities, etc.?

Please note that all candidates invited to join the team will be subject to a background check.