



Cohort Leader for Wayfinders Pilot Residency Program

Employer

Commonweal / ILALI

Location

Onsite at the Whidbey Institute on Whidbey Island, Clinton, WA

Term

Seasonal/short-term: December, 2022 - April, 2023, with residency January 3- April 23, 2023

[Regional Pilot Program Leader/Facilitator](#)

The Innovative Learning and Living Institute ([ILALI](#)) is a national project established in 2021 to build diverse cohorts of young adults equipped to be engaged in their communities, develop themselves, and bridge social, cultural, and political divides. ILALI will be piloting its regional immersive residency program, Wayfinders, at two locations in 2023. This transformative experience is offered to a cohort of young adults in their twenties to spend four months living and learning together, utilizing an integrative, multidisciplinary curriculum designed to support participants in their capacity to “Become, Bridge, and Belong”.

ILALI is seeking seasoned experiential program cohort leaders to facilitate, advise, steward, and mentor cohort participants during this transformative residency. Leaders will be supported by ILALI’s program manager and directors, and will also receive local support and collaboration with the [Whidbey Institute](#) as our host site partner for the initial pilot.

Leaders will report directly to the program manager, and primarily deliver the curriculum to a cohort of between 18 and 24 participants. This will be Wayfinders’ inaugural Pilot, serving a cohort of young adults aged 21-29 from the Puget Sound and greater Seattle area for a four-month period, on-site at the Whidbey Institute.

Leaders will hold space for group and individual learnings, problem solving, and collaboration on a regular basis throughout the residency. Due to the longer duration of this 16 week program, facilitation will typically be fewer than 4 hours per day, 4-5 days per week. Other daily responsibilities of cohort leaders will be building rapport with participants through structured and unstructured activities and learning, liaising with fellow staff, and engaging in the cohort group dynamic. Because of the intensity of immersion, ILALI will work to ensure there is down time each day for staff to rest, recharge, and stay in tune with their own physical, emotional, mental and spiritual well being.

The ideal candidate has experience in long term collaborative program delivery, large and small group facilitation, and is energized by the opportunity to support personal and societal transformation. Success in this position requires the ability to assess individual and group needs in real time and make regular adjustments, all while holding space to allow the cohort to navigate their own development, growth, and conflicts. Also key are applying flexible and creative thinking while navigating uncertainty and evolving conditions.

Primary Responsibilities

- Day-to-day coordination for pilot program curriculum delivery, facilitation, collaborating and liaising with program manager, visiting faculty, and host site partner.
- Live and work on-site at the iconic and restorative Whidbey Institute, overseeing a cohort of 18-24 young adult participants alongside other leaders and facilitators..
- Conduct on-site day to day program logistics alongside fellow staff communicating with team, partners, and other resources in line with the developmental framework.
- Collaborate with fellow facilitators and program manager in the delivery and facilitation of Wayfinders curriculum.
- Commitment to a growth mindset, centering feedback, reflection, and active engagement using trauma-informed, culturally responsive strategies to engage participants.
- Support cohort participants for the duration of the residency, with 1.5-2 days off weekly on average throughout the program.

Program Preparation

- Participate in in-depth training and ongoing learning of ILALI's full Integrative curriculum, ILALI best practices in developmental programming, reflective communication, and conflict resolution approaches.
- With support from program manager, assist in assigning triads for small group learning, and carefully assessing group dynamics on an ongoing basis by developing a strong understanding of the worldview, needs, and approach for each member of the cohort.

Onsite Convening and Program Delivery

- Adopt and commit to an inclusive, collaborative developmental approach to leading onsite staff, cohort, and partners that supports ILALI's commitment to being a [transpartisan](#) and [deliberately developmental organization](#).
- Foster a mindset of growth, centering feedback, reflection, and active engagement using trauma-informed, culturally responsive support strategies to engage cohort participants.
- Advise rotating triads of young adults in navigating their own worldview and self- efficacy, capturing and guiding their critical conversations as well as other learnings or incidents.
- Regular review and assessment of ongoing program curriculum content with fellow staff.
- Oversee and participate in land and community service projects.
- Support the evaluation, monitoring, and re-entry of participants during and after program.

- Ensure clear, regular, and consistent flow of information to core facilitator team, program manager, visiting faculty, and other ILALI team members, partners, and allies.
- Respond to ongoing support issues and incidents among cohort with respect and reverence for their commitment to the program and their personal development.
- Make regular contributions to ILALI's social media channels.

Desired Qualities, Experience, & Skills

- Background in emergent, creative facilitation and residential programs with young adults.
- Familiarity with experiential and/or somatic (body-centered) learning.
- Experience holding polarities and conflict resolution with a broad range of populations, including socioeconomic, racial, gender, orientation, religious, political, and otherwise.
- Natural communicator who listens deeply to center and prioritize the needs of others.
- Adaptive, collaborative leader and problem solver who is comfortable working with the ambiguity of a pilot program.
- Demonstrated commitment to racial, social, environmental, and economic justice, and building bridges across communities (class, race, ideology, and geography).
- Affinity for adult development, social change, and community building.

General Information

Location: Onsite at Whidbey Institute, Clinton, WA from January - April, 2023.

Wage and benefits: Expected wages between \$4500- \$5000 per month. Overtime during residency will be limited to no more than 15 hours per week.

- *In working and residing at the program, ILALI is committed to ensuring the well-being and personal time to maintain staff health, energy and restoration. We will take measures to ensure the working hours and non-working hours are strictly adhered to, and encourage leaders to take personal time each day, in addition to their 1.5-2 days off each week.*
- *Full single room accommodations nestled in the iconic and restorative woodland setting of the [Whidbey Institute](#) is included, along with delicious meals thoughtfully prepared using fresh and organic ingredients.*

Hours: Short term/Seasonal: 5 months. Mid-December through April.

On-site Staff Training: December 13-20; On-site Program Term: January 2-April 23

Due to residential, on-site nature of work, candidates will be working over 40 hours per week during the program term and staff training period. Careful consideration will be made on an ongoing basis to ensure rest and personal time off for every staff member. During residency, staff can expect to have at least 1.5 days off each week during the term.

To Apply: Please submit a cover letter and resume to info@ilali.global. The position will remain open until filled.