



JOB OPENING: Program Manager

Applications will close on Monday, April 1, 2019. Target start date is May 24, 2019.

ABOUT CRITICAL EXPOSURE (CE)

Critical Exposure is a local DC organization that supports youth of color ages 14-21 to lead organizing campaigns to effect change around issues of educational injustice. As part of those campaigns, youth use visual storytelling, particularly photography, as a tool to document the issues directly impacting their lives. Through our in-school, afterschool, and summer programs, we're developing a new generation of civic leaders who possess:

- The tools to express themselves.
- The creativity to imagine new solutions to old problems.
- The belief that youth have the right and ability to fight for those solutions.
- The skills to hold communities and public officials accountable.

Since 2004, CE has trained more than 2,500 DC youth of color to be agents of change who harness the power of storytelling and organizing. DC youth have used their images and narratives to fight for restorative justice programs, a new school library, and solutions to the school-to-prison-pipeline.

POSITION OVERVIEW

Critical Exposure is seeking a Program Manager to join our team to lead our school-based youth organizing programs that train DC youth of color ages 14-21 in community-building, photography, storytelling, and collective action. The Program Manager will implement all aspects of school-based youth engagement, including facilitating youth-led cohorts, by using and adapting our curriculum to develop 8-10 core youth leaders and 10-20 members at each of the 2-3 school sites per year.

This position is an opportunity to work in partnership with youth leaders and school staff directly in the schools to create spaces where youth voices are centered to bring about real change. Candidates must demonstrate a deep commitment to centering youth leadership to secure racial and educational justice.

Direct facilitation with CE youth leaders is a substantial part of this role. An ideal candidate will be interested in growing with CE as the role evolves to include providing greater strategic support for youth-led organizing campaigns.

ROLE OF ADULT STAFF

In order for long-term, structural change to take place, we believe those impacted most directly by an issue must be the ones leading the fight for solutions. Our adult program staff develop the leadership capacities of young people so they can work collectively to effect change around issues of educational injustice impacting their lives. Critical Exposure is not an organization that provides social services to youth or advocates on behalf of youth.

QUALITIES OF A SUCCESSFUL CANDIDATE

- Passion for developing the power and agency of DC youth of color to effect social change.
- Commitment to undoing all forms of internalized, interpersonal, and institutionalized oppression, as well as an intersectional approach to the work (e.g. racial, economic and gender justice).
- Demonstrated self-awareness, reflection, desire to contribute talents and develop new strengths.
- Ability to build healthy, balanced relationships with high school-age youth of color and adults.
- Ability to be self-directed and thrive in a highly collaborative team environment.
- Ability to create and/or adapt processes to strengthen the way teams and the organization operate.
- Committed to supporting adults and decision-makers within DC schools to be accountable to youth.
- Love for infusing laughter, creativity, and play into social justice work and life.



RESPONSIBILITIES

The Program Manager is broadly responsible for ensuring that Critical Exposure's school-based programs meet our three goals: develop youth power & agency, teach photography & storytelling skills, and support youth-led organizing campaigns. The Program Manager will support these goals by gradually assuming leadership in four areas:

- 1. Youth recruitment, engagement and leadership development:** Develop and support youth outreach, relationship-building and training strategies. Adapt curriculum to facilitate 2-3 cohorts, developing youth's sense of self, connection to community, political analysis and organizing skills.
- 2. Partner recruitment and retention (schools, organizations, etc):** Cultivate and maintain day-to-day relationships with local school staff and DC school system personnel.
- 3. Campaign strategy development and implementation:** Support youth to develop campaign plan and timeline, implement actions, practice reflection and incorporate learning and changes to their plan.
- 4. Staff Development:** Participate in and provide supervision, training, and coaching for 2-3 staff.

The Program Manager will also provide leadership and support for:

- Youth Wellness: Coordinate CE's response to youth needs and connecting youth to supportive resources.
- Recruitment & Membership: Build community across youth cohorts and regular engagement for members.
- Photography: Grow photography curriculum to strengthen youth photo collections, for overall narrative change work and campaign strategy.
- Summer Youth Facilitation Institute: Coordinate and supervise the training and work of 6-8 youth staff.

The role this position will play in these areas will be determined based on experience, interest, and team make-up.

REQUIRED KNOWLEDGE, SKILLS & ABILITIES

- 4+ years experience working with youth of color (ages 14-21), preferably from low-income backgrounds.
- 2+ years of supervisory, organizational, and administrative experience.
- Experience with social justice education, group facilitation, and/or interactive training.
- Experience with community organizing, organizing campaigns, and/or movement-building strategies.
- Ability to prioritize multiple projects, activities, and actions with competing deadlines and levels of urgency.
- Familiarity with DC's public education system and political landscape.
- Ability to work a flexible schedule, including some extended workdays, evenings and some weekends.
- Ability to travel to and from program sites to main office.
- Physical ability to transport and set up exhibits (some lifting required).
- Ability in one of the following areas: youth wellness, recruitment & membership, or photography.

DESIRED BUT NOT REQUIRED

- Experience working directly in a high school environment
- Photography or visual storytelling experience
- Fluency in Spanish

COMPENSATION + BENEFITS

Compensation is competitive and commensurate with experience, including health care benefits, retirement, and paid time off. We are committed to the leadership development of our staff and prioritize tailored continuing education opportunities for each staff member.

To apply, please submit a cover letter and resume to hire@criticalexposure.org with "CE Program Manager" as the subject line.

Critical Exposure is an equal opportunity, affirmative action employer. DC natives, people of color, women, working-class people, trans, nonbinary, queer, bisexual, lesbian and gay people are strongly encouraged to apply. We consider applicants for all positions without regard to any legally protected status.