



JOB OPENING: Program Coordinator

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

CE is seeking a Program Coordinator to join our team in Washington, D.C. to support community-based youth organizing and leadership development of DC youth of color ages 14-21. The Program Coordinator will focus primarily on fostering youth-led campaigns by adapting and implementing our curriculum with two groups of 10-15 youth in our city-wide afterschool programs at our own site.

This position is an opportunity to work in partnership with young people to create a space where youth voices are centered to bring about real change. This is also an opportunity to support young people to engage adult decision-makers in the school system and in the city. Candidates must demonstrate a deep commitment to centering youth leadership to secure racial and educational justice.

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 Coordinator will lead engaging trainings and activities to develop youth's political analysis, photography and organizing skills in our citywide afterschool programs. Working in pairs with other program staff, the Program Coordinator will co-facilitate 2 separate groups of youth, 2-3 times per week per group, over the course of the school



year. Coordinators are responsible for the day-to-day operations of their assigned programs. They will also provide key leadership for relation-building in schools and identify ways to link youth's school-based organizing efforts to existing city-wide campaigns. During the summer, the position will support the implementation of the Summer Youth Facilitation Institute (SYFI), our six-week, summer employment program for CE youth leaders.

Program Coordinator will:

- Lead planning, implementing and strengthening of assigned programs.
- Support the development and implementation of youth organizing campaigns.
- Conduct youth outreach and build relationships with youth to engage them in our work.
- Archive young people's digital photographs for campaigns and photography exhibits.
- Maintain timely, consistent communication with youth, tracking attendance, and follow-up needs.
- Photograph key program moments and document key stories about youth learning and campaign progress.
- Collaborate with the Communications Staff to provide photos and key updates.
- Attend relevant community and school events to build meaningful relationships alongside youth.

Coordinator will also take the lead on one of these priorities:

1. **Recruitment:** Recruit individual youth and build community across youth cohorts.
2. **Photography:** Grow photography curriculum to strengthen youth photo collections and campaign strategy.

The assigned area of responsibility will be determined based on candidates' experience, interest, and our team make-up to ensure the above priority areas are collectively held.

REQUIRED KNOWLEDGE, SKILLS & ABILITIES

- 2+ years of experience facilitating similar projects with youth of color (ages 14-21), preferably low-income and/or DC youth.
- Experience with social justice education, group facilitation, and/or interactive training.
- Experience with community organizing, organizing campaigns, and/or movement-building strategies.
- Familiarity with DC's public education system and political landscape.
- Demonstrated ability in at least one of the following areas:
 - a. **Recruitment:** Demonstrated ability to build genuine connections with youth and to boost interest in programs and leadership opportunities. Demonstrated ability to build group cohesion.
 - b. **Photography:** Advanced digital photography skills and ability to design workshops to train youth.
- Ability to work a flexible schedule including evenings and some weekends and extended workdays.
- Ability to prioritize multiple projects, activities, and actions with competing deadlines and levels of urgency.
- Physical ability to transport and set up exhibits (some lifting required).

DESIRED BUT NOT REQUIRED

- 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 leadership development and prioritize tailored continuing education opportunities for all staff each year.

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

Critical Exposure is an equal opportunity, affirmative action employer. DC natives, People of Color, women, working class people, queer, lesbian, gay, bisexual, trans, non-binary people, and people with disabilities are strongly encouraged to apply. Critical Exposure considers applicants for positions without regard to any legally protected status.