



## Program Director: Position Description

Applications will be considered on a rolling basis with a priority deadline of April 26, 2021.

### ABOUT THE POSITION

**Critical Exposure is seeking a Program Director to join our team in Washington, DC** to lead our youth organizing programs that train DC youth of color ages 14-24 in community organizing, photography, storytelling, and action planning. The Program Director will supervise, train, and coach staff to develop young people's skills and abilities to fully participate in and drive organizing campaigns for educational justice.

This is a mid-career position, and prior experience supervising staff is required. Strong candidates will have significant work experience in community organizing, youth leadership development, and/or team management. This position requires working in partnership with young people, including facilitating youth-led cohorts, to engage adult decision-makers in the school system and in the city to bring about tangible local change. Candidates must demonstrate a deep commitment to centering youth leadership to secure racial and educational justice.

Critical Exposure is looking for someone with 5-7 years' experience in organizing, program delivery, or youth leadership development, with a preference for candidates who have worked in Washington, DC. The prospective hire enjoys wrangling chaos, skillfully juggles multiple priorities, insists on the need for systems, and keeps calm while making it happen.

This position reports to the Executive Director.

Duties of the next Program Director include:

- **Recruit and retain program facilitators**
- **Prepare for and deliver programs in Fall 2021, composed of our citywide and school-based programs and our monthly drop-in political education space.**
- **Lead the strategy and process for long-term program development**
- **Supervise and support 3-5 program staff**
- **Participate in organizational leadership which also includes the Executive Director and Development & Communications Director**

### ABOUT CRITICAL EXPOSURE

Critical Exposure trains youth of color in Washington, DC to harness the power of photography and their own voices to fight for education equity and social justice. Through campaigns and visual storytelling, youth at Critical Exposure raise their voices in conversations about issues in schools and our community in order to build the public support and political will needed to address the issues they face. Critical Exposure has been creating a new generation of leaders who have:



- the ability to analyze social issues,
- 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, and
- the skills to hold communities and public officials accountable.

Since our founding in 2004, Critical Exposure has trained more than 2,700 DC youth of color, who have used their images and narratives to fight for restorative justice programs, solutions to the school-to-prison-pipeline, and more than \$500 million in additional education and school improvement funds. In addition, Critical Exposure has witnessed significant growth in the youth who learn to recognize the power of their images and their own voices to become effective agents of social change. We are in the first year of an executive transition, following the departure of a co-founder.

### IMPORTANT SKILLS & APPROACHES

- 4+ years experience working with high-school age youth of color most impacted by education inequity with a preference for folks who have worked in Washington DC.
- 4+ years of program management experience.
- 3+ years of supervisory, organizational, and administrative experience.
- Lead Organizer experience on community organizing campaigns and/or state or national policy campaigns.
- Experience with social justice education, group facilitation, and/or interactive training.
- Ability to prioritize multiple projects, activities, and actions with competing deadlines and levels of urgency.
- Familiarity with Washington, 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 the main office.

### COMPENSATION & BENEFITS

The starting salary for this position is \$65,000-75,000, and compensation is commensurate with experience. We offer a generous and flexible benefit package including health care, retirement, paid time off, and travel stipends. We are committed to leadership development and prioritize continuing education opportunities for all staff.

**To apply**, please submit a cover letter and resume to [Hiring@criticalexposure.org](mailto:Hiring@criticalexposure.org) with "Program Director" 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.*