



### **Program Facilitator: Position Description**

Applications are reviewed on a rolling basis, with a **priority application deadline of November 1st**.

Critical Exposure (CE) is looking for a Program Facilitator who is passionate about our mission to train youth of color in Washington, DC to harness the power of photography and their own voices to fight for education equity and social justice. We are seeking to fill two part-time positions (20-30 hrs/week, with 30 hrs being required for full benefits eligibility), or 1 full-time (37.5 hrs/week) and 1 part-time position (20-30 hrs/wk). If you are interested in either a full-time or a part-time position, we encourage you to apply and specify your preference in your application.

#### **ABOUT CRITICAL EXPOSURE**

A nonprofit organization in Washington, DC, CE develops the leadership capacities and collective power of Black and Brown DC youth. Through campaigns and visual storytelling, CE youth raise their voices in conversations about school and community concerns in order to build the public support and political will needed to address the issues they face. CE is developing a new generation of 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; and the skills to hold communities and public officials accountable.

Since our founding in 2004, CE has trained more than 2,800 DC youth, 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.

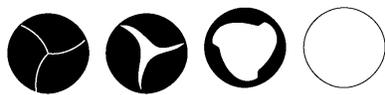
#### **POSITION OPENING**

The Program Facilitator will primarily work to facilitate programming for DC youth of color in photography and community organizing. Our approach to youth programs is grounded in personal agency and liberatory design, utilizing photography and storytelling as effective and impactful tools for community and societal change. The goal of this position is to expand and deepen relationships with CE youth and support CE efforts to expand program offerings to more DC young people.

The ideal candidate is an experienced facilitator and project coordinator who can skillfully juggle multiple priorities while maintaining thoughtful systems. CE is seeking candidates who are practiced in recruiting and building relationships with young people through programs, workshops, classes, or other forms of group facilitation or training. We have a preference for candidates with experience in community organizing and photography, although anyone interested in learning or developing these skills are welcome to apply.

Our Programs Team model is built on collaboration; authentic community partnerships, co-liberatory design pedagogies, popular education, and culturally responsive engagement and reflection. CE develops young people's capacities to craft their own narratives and drive concrete changes in the DC school system and their local communities.

This position reports to the Program Director. Based on planned organizational growth, CE plans to migrate the Program Facilitator position(s) from part-time (20-30 hours/week) into full-time roles to match organizational growth. We are open to hiring 1 full-time position (37.5 hrs/week) for the right candidate, and invite those interested in a full-time or part-time position to apply. The expected start date is December 13, 2021.



# CRITICAL EXPOSURE

## **CORE RESPONSIBILITIES**

- Co-develop and co-facilitate up to three (3) partner-based programs and/or citywide programs, either virtual, limited in-person, or hybrid programming depending on public health guidance.
- Actively recruit youth from schools and community organizations into our citywide programs.
- Actively nurture and maintain relationships with CE program alumni.
- Track, manage, and maintain program equipment (i.e. cameras and audio recorders), ensure clarity of CE's check-out system and placing new camera and equipment orders
- Manage program documentation, equipment, and supplies, such as snacks, evaluations, and photography model release forms, and related needs.
- Track attendance for all assigned programs.

## **ALL PROGRAM STAFF**

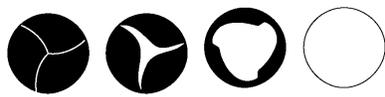
- Are expected to have received the COVID19 vaccine, as mandated by DCPS and DCPCS.
- Coordinate participation in training/conferences for program staff and youth, including submitting proposals/logistics/budget to the Program Director.
- Attend meetings/hearings/events to maintain CE's presence in DC education, advocacy, and organizing spaces.
- Schedule, attend, and engage in regular 1:1s and 2:1s with the Program Director.
- Documents the progress of all programs through photography and narrative reports.
- Co-develop, maintain and update curriculum materials and resources in each program.
- Actively participate in and develop staff meetings and all-staff training.

## **REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES**

- 3+ years experience working directly with high school age youth of color from under-resourced communities.
- 2+ years of facilitation experience, including serving as a lead facilitator for group facilitation and/or interactive training/workshops/programs/classes focused on social justice education and identity exploration.
- Ability to be self-reflective and self-directed in a highly collaborative work environment.
- Familiarity with and/or an interest in becoming familiar with DC's public and Charter school educational systems and political landscape.
- Ability to work a flexible schedule, including some extended workdays (our programs run 11 am - 6:30 pm) and about 1 weekend day per month for programs and coalition meetings. (All weekend/evening work will come with advance scheduling and notice.)
- Ability to travel to and from program sites and CE's main office ((all based in Washington, DC).
- Comfortable prioritizing multiple concurrent projects/programs/engagements.
- Understand that the goal of the adult facilitator is to support the growth of young people.
- A genuine interest in photography and willingness to grow visual presentation/storytelling skills.

## **Additional skills and experiences that are a plus, but not required:**

- Program or curriculum development experience.
- Youth organizing and/or community organizing experience.
- Fluency with emergent photography, film, multimedia visual presentation, and storytelling skills/trends.
- Preference for folx who have worked in Washington, DC.



## CRITICAL EXPOSURE

### **COMPENSATION+BENEFITS**

The compensation for this position is \$24-\$26/hr (approximately \$49,920-\$54,080 annualized), commensurate with skills and experience. This is a non-exempt position, meaning it is eligible for overtime. CE's standard work week is 37.5 hours, with overtime pay starting for hours worked in excess of 40 hours per week.

We offer a flexible benefits package including a stipend for health care, a retirement plan with eligibility for an employer contribution, generous paid time off (including vacation, personal leave, and office closure between Christmas and New Year's Day), paid parental leave, a cell phone stipend, and travel expenses paid for all program facilitation activities. Part-time (<30 hours/week) staff are eligible for pro-rated benefits. We are committed to leadership development and prioritize continuing education opportunities for all staff.

### **TO APPLY**

Candidates should send: a resume and a cover letter describing your interest in the position to [hire@criticalexposure.org](mailto:hire@criticalexposure.org) with "Program Facilitator application" in the subject line. Please also state whether you are interested in a part-time or full-time position.

Applications are reviewed on a rolling basis, with a **priority application deadline of November 1st**.

Please note that our hiring process is highly participatory and involves many staff and young people. As a result, it can sometimes take longer than traditional hiring processes where fewer voices are included, but it feels important to us to ensure that our process aligns with our values. We still aim to hire as swiftly as possible and want to share this context to inform candidates' understanding of our process.

*Critical Exposure is an equal opportunity, affirmative action employer. **DC natives; BIPOC; 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.*