



Director of Youth Initiatives Role Description

Organization Summary: GMCC has a 117-year history collaborating with communities to make a positive impact throughout Minnesota. Our initiatives and programs have included advocacy and education around equity and poverty; volunteerism and service learning; mentoring and youth development; support services for seniors; and food security. Today, GMCC is an entrepreneurial organization that partners with the communities most impacted by a challenge or opportunity to co-design and lead a response. We work in the areas of youth, food, and well-being.

Type: exempt, full-time, estimated 40 hours per week

Hours: Varies - there will be teaching hours during out-of-school time (e.g. Saturdays and after school)

Reports to: GMCC Executive Director

Direct Reports: part-time Guides, contract Instructors

Start Date: ASAP

Application deadline: Accepting applications on a rolling basis with a deadline of November 30th

Pay: \$65,000 - \$72,000/year

Current Initiatives Overview:

Genius Labs is GMCC's out-of-school science, technology, engineering, arts, and mathematics (STEAM) education initiative designed by experienced educators and youth engagement experts for BIPOC youth ages 10-14 who live and go to school in the Lake Street Corridor. Genius Labs reimagines the design and approach of youth engagement: It provides enriching and engaging learning experiences in the areas of art, food and nutrition, science, physical activity, digital learning, and social emotional learning. Our out-of-school activities during the year and intensive "summer camp" experiences use a whole-child, studio-based approach to teaching and learning. The emphasis is to assist participants in exploring and cultivating their own "genius."

Tech Teens is an out-of-school studio learning experience that focuses on the development of digital technology skills through hands-on, challenge-based activities that foster creativity, independence, critical thinking, and self-awareness. The goal of Tech Teens is to spark an interest in technology, expose students to the many areas of the tech field, and position them for careers in technology or those that require use of technology.

Role Overview: GMCC is reimagining the design and approach of youth engagement. We are an innovative, learner-driven community that values exploration and growth for youth. Our purpose is to support a diverse community of learners in developing critical thinking skills,

mindset, and character that best prepares them for positive, healthy and productive engagement in the world. The Youth Director's expertise will be in engaging youth and classroom education and will be a curious learner themselves. They will inspire, ask probing questions, present challenges, and help students to reflect and hold themselves accountable for their own learning. The Director will analyze data and takeaways from our youth initiative prototypes over the past year+ and build on the current vision, curriculum, partnerships, and evaluation to develop and implement longer-term, sustainable youth programming at GMCC. This Director would ensure a cohesive approach to our youth initiatives, develop curriculum, instruct on topics that they have knowledge in, and curate and train additional instructors and part time, temporary Guides.

Instruction and Direct Interaction with Youth 35%

- Lead programming hours and implement curriculum, guiding students through critical thought in one-on-one or small group sessions to complete homework and extra-curricular activities
- Hire, train, support, and supervise visiting Instructors and temp/part time Lead and Assistant Guides
- Build healthy relationships with youth participants
- Set individual monthly goals (from students and from tutor/teacher/family) for each youth to inspire a commitment toward holistic education and wellness
- Ensure activities follow organizational policies, protocols, and best practices
- Address challenges and obstacles as they arise
- Tutor/provide homework help to youth of all ages and support staff and volunteers in providing homework help and tutoring

Recruitment and Partnership Development 20%

- Forge partnerships with area schools and youth organizations to determine collaboration opportunities and synergies
- Work with partners to create events and programs
- Work with partners and develop relationships to recruit youth and ensure adequate participation in GMCC youth programming
- Build a volunteer program which includes a comprehensive recruitment strategy and training infrastructure for adult volunteers to serve as mentors to the youth learners

Fundraising 20%

- Maintain relationships with individual and foundation funders
- Identify and scope grant opportunities
- Work with Resourcing Team members to match programming with funding sources
- Draft funding reports

Curriculum Development 15%

- Lead ongoing curriculum development, designing enriching, engaging and relevant learning experiences that lead to growth and flourishing including art, food and nutrition, physical activity, digital learning tools, and social emotional learning

- Lead team meetings with Assistant Guides and Initiative Coordinators to discuss course corrections and strategic approaches
- Support auxiliary partner and visiting instructor experience planning and execution

Administration 10%

- Communicate set-up, break-down, supply, and logistical needs to Initiative Coordinator
- Complete phone calls with teachers, students and parents to ensure goal completion
- Document Lesson Plans
- Complete observational documentation
- Oversee and drive evaluation processes
- Complete reports on projects and events

Qualifications

- Undergraduate Degree (B.S. or B.A.); Master's degree preferred
- Five+ years of direct teaching experience or applicable equivalent experience (e.g. camp counselor)
- Experience working with youth of multiple ages (in particular middle and high school)
- Experience in developing curriculum and lesson plans, the Laboratory Learning model, and Studio Teaching Format (experience with Montessori, Reggio-Emilia, or learner driven approaches and pedagogies is preferred)
- Ability to work independently, take initiative, and track and meet goals
- Ability to communicate clearly and diplomatically, both orally and in written form, with people from various backgrounds
- Experience in program development and fundraising

How to Apply

GMCC works with Oasis DEG for Human Resources and Recruitment. Go to www.oasisdeg.com and enter the following credentials:

1. Username: GMCC
2. Password: applicant
3. Use myoung@gmcc.org for the hiring manager's email when prompted
4. With your application please include a résumé, cover letter, and three references.