



**Idaho
Coalition**
Against Sexual &
Domestic Violence

**Job Description:
Youth Organizer/Program Specialist¹
(Title in development)**

About the Idaho Coalition Against Sexual & Domestic Violence

The Idaho Coalition Against Sexual & Domestic Violence is a leader in the movement to end gender-based violence. Our initiatives in prevention and response work across the life span, and have been nationally recognized for innovation and impact. We envision compassionate communities with respect, equity, and justice for all human beings, where gender based violence is no longer a common occurrence and violence in all our communities is no longer accepted.

Our prevention initiatives promote youth leadership, healthy relationships and compassionate communities and work to change social norms. Our response initiatives build the capacity of programs, organizations, and systems through learning communities to provide safe, compassionate, trauma-informed, inclusive and accessible services to adolescents and adults and their children exposed to violence and to increase accountability of individuals who have engaged in domestic violence, dating abuse, stalking and/or sexual assault.

The Idaho Coalition celebrates, supports, and thrives on diversity for the benefit of our team, our work and our movement to end violence. The Idaho Coalition is proud to be an Equal Opportunity Employer and strongly encourages applicants from racially or ethnically diverse communities, LGBTQ communities, and individuals with disabilities.

To find out more about the Idaho Coalition please go to www.engagingvoices.org

Overview of Position Duties and Responsibilities

The Idaho Coalition Against Sexual & Domestic Violence is looking for a Youth Organizer/Program Specialist (position of title in development) to mobilize youth and young adults toward advocating for transformative change in their communities. Candidates should be able to develop a dynamic and holistic model of organizing, where youth and young adults will be offered programming that builds tangible skills in organizing and leadership development; nurtures sisterhood/brotherhood; and offers both age specific and intergenerational opportunities.

The Idaho Coalition is seeking a Youth Organizer/Program Specialist that will help us to broaden our positive youth development approach to a broader gender justice analysis and cross movement approach to reach and strengthen the impact of our successes in community organizing and advocacy. Candidates should be excited at the prospect of evolving with our

¹ The specific title is under development and will depend on selected applicants experience and education regarding Program Specialist or Senior Program Specialist.

organization, and welcome the opportunity to be a thought partner and team member to exceptional youth leaders and staff.

Candidates should be able to work flexibly, adaptively, and creatively, and have a passion for our mission to engage voices to create change in the prevention, intervention, and response to domestic violence, dating abuse, stalking, and sexual assault.

The Youth Organizer/Program Specialist should be familiar with the work to end gender-based violence or other allied social justice causes and oppression that are a result of social structures of domination, have strong community organizing expertise, and be excited at the prospect of evolving with our organization.

This position requires an individual who likes leading and working in a team, can maintain multiple responsibilities, and can stay on top of information and tasks in a fast-paced organization.

Core Competencies

- Strong community organizing skills or demonstrated success in organizing, strategizing, and following through on organizing campaigns. Ideal candidates would have two years of experience in organizing or in the prevention of gender-based violence or other allied progressive social justice movement or other applicable work.
- Ideal candidate would have mentored and/or worked directly with youth on issues related to young people.
- Bring inspirational presence, reliable leadership, and enthusiasm for the Idaho Coalition mission and vision to community meetings, task forces, and other strategic sites.
- Excellent individual and group communication skills (written and verbal); ability to apply these skills across a range of relationships and environments, including with youth and young adult program participants, co-workers, and other colleagues in the field.
- Ability to handle a variety of projects and assignments at once with attention to detail.
- Excellent time management, project management, and delegation skills and willingness to embrace adaptability. Ability to apply creative and critical thinking to improve existing programming.

Duties and Responsibilities

- Lead relationship-building and cultivate meaningful collaborations with youth and other social justice movement organizations and organizations working with marginalized communities.
- Demonstrated success in organizing, strategizing, implementing, mobilizing, and identifying victories on organizing campaigns, policy work or communications strategies.
- Inspirational presence, adaptable and flexible leadership, and enthusiasm for the Idaho Coalition's mission and vision.
- Facilitate youth organizing campaigns, including curriculum and program development.
- Ability to demonstrate shared leadership, an understanding of different learning styles, strong self-care ethic, respect for diversity, ethical and responsible, experience managing others, public speaking skills, positive thinking, willingness to be vulnerable and embracing a culture of constructive feedback and authentic conversations and active listening skills.
- Excellent individual and group rapport-building and communication skills (written and verbal) in a range of relationships and environments, including co-workers, colleagues in the field, youth, program participants, parents, health and human services professionals, teachers, school leaders, and other key stakeholders.

- Generate new program ideas and work with teams to implement and carry out programming related to health, social work, education, employment, and community organizing.
- Monitor and evaluate community organizing program, practices, and initiatives to ensure quality and effectiveness; make recommendations for improvement.
- Effectively align program staff support and operations with long-term agency goals and expectations.
- Create a database to track members/participants and progress towards achieving success indicators.
- Present programmatic elements in a compelling manner to prospective funders and other supporters.
- Act as a resource for management and staff by providing technical support within area(s) of responsibility and expertise.

Qualifications and Experience

- Strong ability to work with youth and young adults from diverse communities and cultures, with understanding of culturally competent practices.
- Desire for and comfort with young people taking the lead; the candidate must be able to motivate youth and support youth self-determination while also creating and enforcing systems of accountability.
- Flexibility and willingness to grow in response to youth needs or changes in the field.
- Ability to work as a part of a diverse team inclusive of various experiences of race, sexuality, gender, ability, or age.
- Knowledge of youth development models and experience supporting leadership development of young people preferred.
- Understanding and analysis of the systemic nature of oppression, particularly the intersection of gender, race, sexuality, and class; this position requires a commitment to and passion for social justice. The successful candidate should see themselves as an organizer in the movement to end gender-based violence.
- Excellent ability to plan and organize a demanding workload.
- Outstanding computer skills (particularly Microsoft Office programs) and proficiency in utilizing the Internet.
- Bachelor's Degree level or equivalent experience preferred.

Compensation and Benefits

- Compensation is highly competitive and commensurate with experience, including full health care benefits and paid vacation.
- Position is exempt, full-time, and reports to the Director of Social Change and the Executive Director. The team management approach facilitates the sharing of power and responsibilities across positions and reflects the Idaho Coalition's commitment to inclusion and leadership development.

How to Apply: Email a cover letter and resume to Kelly Miller, Executive Director at kelly@engagingvoices.org. Interviews will begin June 13th or earlier. Position opened until filled.