



## HEROES Youth Leadership Coordinator Treehouse Foundation

**Position and Organization Summary** Founded in 2002, Treehouse Foundation is dedicated to Re-Envisioning of Foster Care in America. Our collaborative social change efforts focus on two primary initiatives: the Treehouse Intergenerational Community model, and leading the Re-Envisioning Foster Care in America (REFCA) Movement, that includes HEROES.

**HEROES** (*Helping Everyone Receive Our Everyday Stories*) engages and empowers a diverse group of young people ages 13-18, and older youth leaders, 19-24, who have experienced foster care or adoption, including kinship care, and their allies, in becoming change agents and community leaders. HEROES integrates educational support, arts infused learning, life skills development, outdoor adventure, community building, youth-driven advocacy, and intergenerational connections into its programs. Adult supporters, mentors, and volunteer allies are an integral part of the HEROES support team. Central goals of HEROES include: developing culturally responsive, trauma-informed, creative, and engaging out of school time enrichment and learning opportunities, as well as promoting individual agency, aspirations and educational success. Building and maintaining effective collaborations with other nonprofits, foster care alumni, and child welfare agencies is a strong organizational commitment.

We are deeply committed to the ongoing work of becoming an anti-racist organization and strongly value diversity, equity, inclusion, and belonging. We are dedicated to creating a culture where everyone can bring their authentic, original, and best selves to the work. One of our core values is creating a culture of welcome, inclusion, dignity, and respect for all members of our team and all program participants. We seek community builders from all backgrounds to join and enrich our team. We especially value lived experience with foster care.

The **HEROES Youth Leadership Coordinator** position will be based primarily in Hampshire County and work collaboratively with the HEROES Director and other staff. This is a full time 32 hour/week hourly position, with some early evening and occasional week-end programming.

### RESPONSIBILITIES AND DUTIES

- Practice cultural humility and work in a culturally responsive, inclusive, and compassionate way with a diverse population of youth, their carers, and volunteers
- Develop and implement creative outreach and recruitment strategies to cultivate diverse youth engagement, and expand youth and volunteer participation
- Contribute to the development and implementation of culturally inclusive, responsive programming to promote community connectedness, individual learning, life skills and leadership development

- Cultivate positive relationships with community based organizations and resources, including schools, in coordination with HEROES Director
- Facilitate the development of two new program delivery sites in Hampden County in collaboration with partnering organizations and emerging opportunities
- Develop and support arts integration activities, programming, and participating artists
- Create and maintain safe, enriching program environments that promote social and emotional growth, build strengths and agency, foster compassion and understanding, and enhance emotional regulation, well-being and connection for a diverse group of youth who have experienced foster care or adoption
- Work collaboratively, creatively, and flexibly with HEROES Director, staff, volunteers and youth to enhance teamwork and achieve goals
- Support diverse interns and HEROES volunteers of all ages, including orientation and on-going training
- Develop and implement creative, culturally responsive approaches, including use of technology and digital tools and resources, to facilitate community-building, communication, and connection, and to adapt to unexpected challenges and events, including COVID restrictions, when needed
- Provide and assist in coordinating youth transportation
- Participate in Treehouse wide staff meetings and learning opportunities
- Participate in on-going Treehouse Racial Equity Training and learning processes
- Ensure that HEROES and Treehouse Foundation core values, policies, and safety procedures are respected and practiced
- Contribute to program documentation and evaluation on a regular basis

## Qualifications

An ideal candidate will have: knowledge of foster care and pre- through post-adoption issues, including kinship care and challenges facing youth aging out of foster care; program development and implementation experience; creative and grounded problem-solving capacity; a desire to work in a non-traditional environment, and integrate diverse youth voices into program design and leadership.

They will possess an awareness/commitment to anti-racism and equity, and demonstrated ability to work with diverse communities and individuals; exceptional relationship building, connection, and listening skills; experience facilitating groups and working with different age groups, life stages and abilities; a highly collaborative working style with ability to be part of a collaborative team, and work autonomously.

Solid computer and technology skills, including proficiency with video conferencing apps, such as Zoom, outreach and recruitment experience, reliable transportation and driver's license are important.

Candidates should have an understanding and appreciation of the intergenerational Treehouse Community mission and approach; the ability to work from a flexible, collaborative, compassionate, solution oriented and responsive stance; and an investment in personal growth and learning.

Lived experience with foster care, Intergenerational, volunteer, community-based experience and appreciation for the arts, creativity, and joy, are a plus!

## Experience

4+ years' experience working with youth, or equivalent.

Success in coordinating youth and/or community based programs

**Valued:** Experience supporting youth who have experienced foster care, including foster/adoptive and kinship care; experience in intergenerational settings; bilingual/bicultural knowledge and experience; foster care and adoption related experience; collaborative teamwork, and volunteer experience; experience using the arts, outdoor leadership and project-based learning to promote growth, learning and change; knowledge of Hampshire and Hampden county and resources.

## Education

Undergraduate degree preferred, relevant professional experience considered.

**Valued:** Master's degree in a related field, such as education, social work, or counseling.

This is a full time 32-hour per week position with the possibility to expand hours. The salary range is \$21 - \$23 an hour depending on experience. Typical hours are 10am-6pm. The position includes health, dental, life, short-term and long-term disability insurances; generous vacation, sick time, simple IRA retirement plan, and 12 paid holidays. This position has the flexibility of some remote time, along with in-office hours and in-person programming throughout the region. Some evening and weekend hours should be expected, including occasional overnight camping trips.

**TO APPLY:** Please send your resume and cover letter to [heroes@treehousefoundation.net](mailto:heroes@treehousefoundation.net) by Monday, November 28th, 2022. **Resumes with cover letters will be prioritized. In your cover letter, please also include your response to the following questions:** *1. Could you please share with us your general understanding of systemic racism? 2. What are some of the ways you have worked to confront racism?*

The Treehouse Foundation is proud to be an equal opportunity employer. We invite qualified applicants from all races and ethnicities, religions, countries of origin, sexes, gender identities, gender expressions, sexual orientations, abilities, and ages to apply, and encourage Black, Indigenous, and People of Color (BIPOC), women, non-binary and LGBTQIA+ people, and people living with disabilities to apply. We are stronger and better with you on our team! We are committed to providing reasonable accommodations for people with disabilities in our application process. If you need accommodation due to a disability, please let us know.

[treehousefoundation.net](http://treehousefoundation.net)