

JustUs Program Manager

Girls for Gender Equity

The Details

Location & Start Date: Brooklyn, NY

Start Date: March 2022

Compensation: \$65,000 + [Benefits](#)

Reports To: Director of Programs

NYC Compliance: COVID-19 Vaccination Required

The Opportunity

As Girls for Gender Equity (GGE) approaches its 20th year and as the world continues to call out gender-based violence through the #MeToo movement, there is a critical need for gender-responsive programming. To address this need, GGE and STEPs to End Family Violence are partnering to create the first-ever alternative to placement program for cis and trans women and girls of color and gender non-conforming/non-binary (GNC/NB) youth. The JustUs Program Manager will oversee the creation and implementation of the program, designing services to help participants develop competencies and skills that promote self-sufficiency, self-reliance, and personal growth.

Your Day-to-Day

60% - Program Management & Facilitation

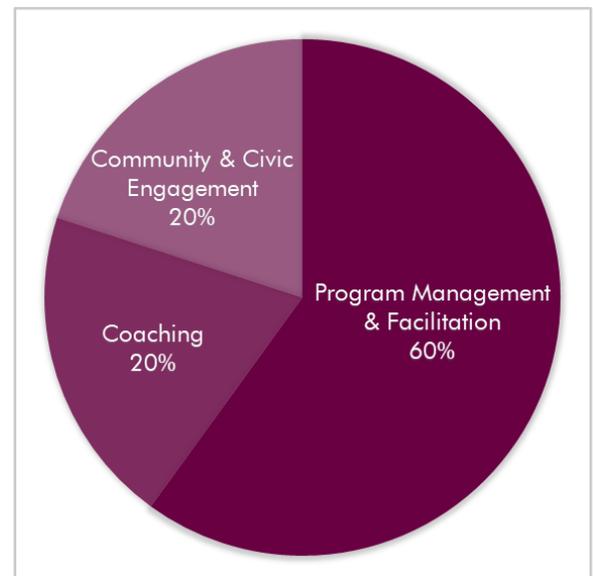
As Program Manager, your work will include development of curriculum, recruitment strategies, program documentation, and data collection. You'll lean into your leadership capacity by supervising and co-facilitating program meetings, coordinating weekly meetings with the STEPS team, conducting coaching sessions with participants, and supervising all administrative tasks for the program. Additionally, you will report on program activities, strategies, successes, and challenges for a variety of audiences including funders, elected officials, and internal staff.

20% - Coaching

You will provide direct supervision and training to program facilitators as part of their onboarding, ensuring that all aspects of program management are being met. In this role, you will coach individual facilitators one-on-one and in groups to ensure alignment, as well as lead internal training for the GGE team.

20% - Community & Civic Engagement

Along with the Campaigns Team, you will engage program participants in key opportunities that advance the organization's policy and advocacy goals. This work may include preparing young people for participation in press conferences, lobbying for progressive legislation, testifying at public hearings, and advising relevant press releases. Additionally, as Program Manager you will collaborate and engage with local partners, national stakeholders, and relevant organizations, strengthening GGE's presence at public forums, events, conferences and more.



The Skills You'll Need

Success in the JustUs Program Manager role will require a deep commitment to GGE's mission and core values, expertise in program management, and experience advocating for the needs of young people. The ideal candidate will also bring the following skills, attributes, and experiences:

- Direct experience working with social justice groups, preferably supporting the advancement of cis and trans young women and gender non-conforming youth of color
- Familiarity with social change practices, transformative and restorative justice, and anti-policing frameworks
- Direct practice providing support and/or therapeutic, trauma-informed supports to systems-involved youth
- Understanding or willingness to learn about the nuances of the juvenile justice system in New York, including challenges and opportunities in the current moment
- Strong writing and communication skills with the ability to organize and effectively communicate ideas
- Excellent facilitation skills, particularly with young people
- Impeccable attention to detail, systems, and processes
- Ability to maintain confidentiality and discretion in handling and processing confidential information and data
- Ability to remain organized, effectively prioritize tasks, and manage multiple projects simultaneously
- A high degree of emotional intelligence, self-awareness, and reflection
- (Preferred) Lived experience with school pushout, the youth justice/criminal legal system, navigating gender, gender identity, and/or racial equity issues

The People

In this role, you will report to the Director of Programs. The role will frequently collaborate with the program and campaigns teams and will work in partnership with the New York City Administration for Children's Services (ACS) and STEPS to End Family Violence, a program of Rising Ground.

The Organization

Girls for Gender Equity (GGE) is an intergenerational advocacy organization committed to the physical, psychological, social, and economic development of cisgender (cis) and transgender (trans) girls and women of color and gender non-conforming/non-binary (GNCNB) youth of color. GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color, and GNCNB youth of color.

GGE's work is grounded in intersectional Black feminism, positive youth development, strengths-based, eco-systemic social work practice and popular education theory. Our theory of change articulates our efforts to cultivate a culture and environment in which cis and trans girls of color and GNCNB youth of color are equitably supported to live free, self-determined lives; eradicate institutionalized barriers to gender equity; and dismantle all systems of oppression. We ultimately believe in and work toward world where cis and trans girls of color and gender non-conforming/non-binary youth of color are free.

The Next Steps

This search is being led by Candice Durham and Emelyn Guevara of [Imagine Consulting](#). We are a talent and recruitment firm specializing in placing high-impact people in high-impact roles. Interested candidates should [click here to apply](#). If you have questions or need support completing the application, please reach out to our team at careers@imagineimpactllc.com.