

The Baton Rouge Youth Coalition is...

an outside-of-school program that prepares high-achieving, under-resourced high school students – called “Fellows” – to enter, excel in, and graduate from college. Our core programs take place Monday through Thursday evenings from the start of August through May. We seek dedicated, talented professionals who share our values:

Hustle

Go hard.

BRYC team members master their material, plan fanatically, and execute at the highest level.

Integrity

Be just.

BRYC team members do the right thing, seek constantly to grow, and value assets over deficits.

Community

Maximize BRYC.

BRYC team members spread love, show up when they are needed, and drive resources to BRYC.

Position Overview and Qualifications

Ninth and 10th grades are crucial academic and developmental phases that can have lasting positive or negative effects on a student's future. Reporting to the director of underclassmen learning, the underclassmen learning managers (ULM) must be experienced educators capable of leading BRYC's ninth- or tenth-grade activities through excellence in the following areas:



UNDERCLASSMEN CORE PROGRAMS – SKILLS: TEACHING AND PLANNING

BRYC's underclassmen attend two weekly programs during the school year. In Learning Workshop, Fellows develop study skills alongside one-on-one volunteer “Learning Mentors.” In Team Workshop, Fellows work in groups, researching community issues alongside volunteer “Research Mentors.” The ULMs must be able to proficiently plan for and facilitate these sessions, which require heavily differentiated instruction.



INDIVIDUALIZED FELLOW SUPPORT – SKILLS: IDENTIFYING FELLOW NEEDS, EXECUTING FELLOW INTERVENTIONS

The underclassmen learning team uses a response-to-intervention (RTI) system to monitor Fellow academic performance, diagnose needs, and carry out differentiated interventions. The ULMs must be able to prescribe these interventions and then execute them during and outside of nightly programs. This includes building strong rapport with Fellows, parents/guardians, learning and research mentors, and Fellows' teachers.



UNDERCLASSMEN CULTURE – SKILLS: RELATIONSHIP AND CULTURE BUILDING, PROJECT MANAGEMENT

The ULMs must be able to drive a strong underclassmen culture by building trusting, healthy relationships with underclassmen Fellows and their parents/guardians; leading with heart and charisma while investing Fellows in specific, BRYC value-aligned habits; and planning and executing dynamic underclassmen events and special programs.



COMMUNITY ADVOCATE – SKILLS: FELLOW SUPPORT

Each full-time BRYC team member supports a multi-grade cohort of approximately 20 Fellows and leads regular “community circle” conversations on topics like bullying, relationships, social justice issues, and more.

Compensation

- ✓ Salary: \$45,000-\$52,500, depending on experience and qualifications
- ✓ Insurance: 75% medical coverage; 100% vision, dental, life, disability coverage
- ✓ Retirement: 403(b) with employer matching
- ✓ Vacation: 128 hrs. holiday leave, incl. winter break; min. 80 hrs. flexible vacation leave
- ✓ Caregiver Leave: 12 wks. for primary caregiver; 4 wks. for secondary caregiver
- ✓ Professional Development: \$500-\$1,000 stipend (in addition to salary)
- ✓ Fun, supportive, growth-focused work environment with relaxed dress code

Application Process

- 1 Email résumé, 3-5 references, and cover letter to work@thebryc.org.
- 2 Strong candidates will participate in two in-person or video interviews.
- 3 Ideal start date: June 1, 2020.