

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. BRYC’s Underclassmen Transition Program (UTP) is a suite of initiatives designed to ensure that our ninth and 10th-graders start high school strong academically and socioemotionally. As the driver of UTP and a member of BRYC’s leadership team, the director of underclassmen learning (DUL) must hold a bachelor’s degree at minimum and be an experienced educator capable of excelling in these areas:



UNDERCLASSMEN CORE PROGRAMS – SKILLS: TEACHING, TEACHER–COACHING, SHORT- AND LONG-TERM PLANNING

BRYC’s underclassmen attend two weekly programs during the school year. In Learning Workshop, Fellows build study skills alongside one-on-one volunteer “Learning Mentors.” In Team Workshop, Fellows work in groups, researching community issues alongside volunteer “Research Mentors.” The DUL must be able to proficiently plan for and teach these sessions while coaching direct reports to do the same.



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

The DUL must be able to use a response-to-intervention (RTI) system to monitor Fellow academic performance, diagnose needs, and carry out differentiated interventions. This includes building outstanding rapport and communication with Fellows and parents/guardians; helping learning and research mentors better support their Fellows; and coaching direct reports to do the same.



UNDERCLASSMEN LEARNING TEAM – SKILLS: PERSONNEL MANAGEMENT, TEAM LEADERSHIP

The DUL must be a strong manager capable of supervising two full-time “underclassmen learning managers” in 2020-2021 and three or four in 2021-2022. This includes investing the team in a shared vision; pushing direct reports toward their individual objectives; and supporting direct reports toward their long-term career goals.



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

The DUL must be able to drive a strong underclassmen culture by building trusting, healthy relationships with freshmen 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: \$60,000-\$65,000, 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.