

### 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

BRYC’s college team aims to provide our high school seniors with college counseling services that are as good or better than those available to their most-resourced peers because we expect that 95 percent of each BRYC senior class will matriculate to four-year colleges with minimal debt. We seek a college counseling manager (CCM) with a bachelor’s degree at minimum; experience guiding students through the college application and financial aid processes; and the capacity to excel in these areas:



#### SENIOR COLLEGE WORKSHOP – SKILLS: TEACHING, DIFFERENTIATED SUPPORT

One of two weekly programs seniors attend during the school year is Senior College Workshop, during which Fellows learn key college process concepts and work alongside volunteer “College Mentors” to submit college and scholarship applications. The CCM must be able to effectively and dynamically deliver 20-minute mini-lessons, then monitor and provide differentiated support to Fellow-mentor pairs as they work.



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

The college team uses a response-to-intervention (RTI) system to monitor Fellows’ college process progress, diagnose needs, and carry out differentiated interventions. The CCM must be able to prescribe these interventions, then execute them during and outside of nightly programs. This includes building outstanding rapport with Fellows, parents/guardians, college mentors and, occasionally, school counselors. The CCM should also be prepared to assist BRYC’s persistence team by executing interventions for a small caseload of college students.



#### SENIOR FELLOW INITIATIVES – SKILLS: EVENT AND PROJECT MANAGEMENT

The CCM must be able to plan and execute dynamic in-state and out-of-state college tours; culture-building initiatives (e.g. Meet Your Mentor Night, Mentor Appreciation Night, Senior Spa Night, etc.); and other senior-focused 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](mailto:work@thebryc.org).
- 2 Strong candidates will participate in two in-person or video interviews.
- 3 Ideal start date: June 1, 2020.