

### 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

It is unacceptable that 14 percent of American students of low-socioeconomic status (SES) earn bachelor's degrees. BRYC is proud that 72 percent of our 373 graduates persist at four-year colleges, but this also means nearly three in 10 are not finishing. BRYC seeks a persistence manager (PM) to help our College Fellows navigate the academic, financial, and social challenges that make college completion disproportionately challenging for low-SES students. We plan for this person, who in Year 1 will report to the director of community and culture, ultimately to become our director of persistence, managing a persistence team. We seek a PM with a bachelor's degree at minimum; experience supporting vulnerable students through college; and the capacity to excel in these areas:

Terms:

- College Fellow = has not earned undergrad degree
- Alumni = has earned undergrad degree



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

The persistence team uses a response-to-intervention (RTI) system to monitor College Fellow progress, diagnose needs, and carry out differentiated interventions. The PM must be able to drive this case management process, prescribing and carrying out interventions with College Fellows across the country. This includes building outstanding rapport with College Fellows, parents/guardians, and other stakeholders.



#### ORGANIZING – SKILLS: PARTNERSHIP BUILDING, VOLUNTEER COORDINATION, ASSET MAPPING

The persistence team focuses its energy on identifying and mobilizing existing assets to create new opportunities for College Fellows. The PM must be able to develop partnerships with collegiate departments and other persistence-focused entities; recruit, train, and coach volunteers who can support our Fellows; and identify and help College Fellows access useful on- and off-campus resources.



#### COLLEGE FELLOW AND ALUMNI ENGAGEMENT – SKILLS: CULTURE BUILDING, COMMUNICATION, PROJECT MANAGEMENT

The PM must be able to keep College Fellows and Alumni (CF/A) connected to BRYC by fostering a dynamic CF/A culture rooted in BRYC's core values; delivering creative, culturally relevant CF/A communication; and planning and executing meaningful CF/A events and 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.