

JOB LISTING

Are you an experienced, innovative, and flexible trainer and facilitator with curriculum development experience who can facilitate trainings and workshops in the ecosystem that surrounds youth of color with a talented team of educators and thought leaders in a cool work environment? Then keep on reading! We are seeking a **Senior Trainer** to help drive our next phase of growth.

POSITION: Senior Trainer

WHO WE ARE

Flourish Agenda is an innovative social justice non-profit organization that works with schools, youth serving organizations, foundations, and local governments to build and implement strategies that allow young people of color to flourish. We are the providers of the Healing Centered Engagement approach, tools, and research. We build the strategies that are necessary to reimagine how systems shift the way they support young people of color and the adults whom serve them.

At Flourish Agenda we believe that our community's collective passion, dedication, and shared vision of healing is what transcends our work into a lifestyle. We have a saying amongst our team, "Together We Flourish," a joyous affirmation that our collective healing cultivates the transformation that people, and institutions are longing for.

We are grounded in the following values as we discover new ways to flourish.

Our Values

- **Self-reflection** – taking responsibility, honesty, integrity and the ability to engage in ongoing self-reflection.
- **Possibility thinking** – Bold creativity and innovative problem solving for our organization and clients.
- **Transformative relationships** – Cultivating ways to work collaboratively together. We are team, and teamwork makes a difference for clients and communities.
- **Well-Being** – Flexibility, fun and work life balance that supports the whole person
- **Justice** – Fairness, and belonging that recognizes, diverse ideas, culture, ethnicity, gender expression.
- **Accountability & Grace** – Accepting responsibility for one's actions and compassion for people when they make mistakes.

POSITION SUMMARY

Reporting to the Project Manager, the Flourish Trainer will design, plan and facilitate trainings and workshops on the agency's Healing Centered Engagement approach.

Together we flourish.

This is an opportunity for a seasoned trainer who has content knowledge in healing justice and transformational leadership development as well as curriculum development experience, to lead a growing body of work. The Flourish Trainer must be innovative, driven, flexible, and able to thrive in a fast-paced, growing, and collaborative nonprofit environment. The Flourish Trainer will deliver our curriculum and approach to clients in a manner that is engaging and allows for individual and institutional application.

Ideal candidates may also have, experience in one or more of the following systems: Education, Juvenile Justice, Social Services and/or Non-profit community-based organizations.

The Flourish Trainer will work collaboratively with other Flourish Agenda, Project Managers and team members.

ESSENTIAL FUNCTIONS

Training and facilitation

- Plan, co-design, manage and implement in-person and virtual trainings for clients and program participants
- Develop agendas, slide decks, videos and materials for in person/virtual trainings and workshops.
- Design, produce and direct webinar presentations
- Coordinate logistics and facilitate online meetings, webinars and trainings
- Design innovative ways for online participant engagement through zoom and other virtual platforms and tools
- Foster transformative relationships for in person and online workshops and trainings
- Create and hold space for healing circles and wellbeing work

Curriculum and content development

- Design or modify content as needed to meet client needs
- Design new curriculum and content as needed to build upon existing curricula and tools
- Identify and connect lessons learned and findings from programming to increase overall staff knowledge, develop best practices, and inform the ongoing development of new tools, services, and resources that advance healing and well-being for youth of color and supporting adults
- Help to create evaluation processes and tools, and use findings to continually improve practice and impact

Project management support

- Co-manage clients progress with Project team
- Co-design strategies to implement the agency's Healing Centered Engagement approach into systems
- Build and maintain strong relationships with Flourish team members, clients, consultants and extended Flourish community

WE ARE LOOKING FOR SOMEONE WHO HAS...

- Strong values and beliefs in healing justice, equity and belonging principles and practices
- Seasoned trainer/facilitator with at least 3 years of training experience

- Flexible and self-motivated with the ability to design engaging workshops and presentations
- Ability to produce and direct innovation online and in person workshops
- Proficient skills in using Zoom, PowerPoint and social media platforms to deliver content. Knowledge in eCamm, Miro, White Board or other online platforms/integrations is a plus.
- Experience with Project Management, Timetracking and Estimating software such as Avaya
- Experience with CRM, task management and project management software such as Salesforce, Pipedrive and Basecamp
- Strong strategic thinking and planning skills
- Skills in facilitating design thinking proces and systems change work a plus
- Experience facilitating content with providers from education, juvenile justice, and/or youth develop and social service institutions.
- Some knowledge and experience of early childhood, youth development, healing justice, trauma informed approaches, and/or social emotional learning theory and best practices
- Excellent interpersonal and written and verbal communication skills
- Ability to quickly build rapport and develop relationships with various constituents and partners, including youth, teachers, caregivers, systems leaders and community-based organizations
- Excellent problem-solving skills, ability to think creatively and independently resolve conflicts and challenges
- Self-directed and excited to work in a start-up like environment
- Committed to and intentionality in engaging in one's own healing, personal empowerment, and transformational leadership development
- Passion for and commitment to Flourish Agenda's mission, vision, and philosophy.
- Ideal candidate will have lived experience as an educator, and/or experience with social service or juvenile detention systems.

JOB TYPE

This position is flexible, up to full-time, exempt and benefited.

WORK HOURS/SCHEDULE

The Flourish Facilitator works during traditional business hours, Monday-Friday, 9 am-5 pm. Given the current climate of COVID-19, the position will work remotely until further notice. There will be occasional staff convenings, which will be in compliance with CDC social distancing guidelines.

The position requires occasional early morning, evening and weekend hours. Once shelter in place regulations are lifted, there will be local and national travel for multi-day meetings, site visits, and retreats at least four time per year.

COMPENSATION

\$65,000-70,000 annual salary, commensurate with experience.

BENEFITS:

Benefits include sick and vacation time, medical expense reimbursement plan, FSA plans, 401k retirement plan with matching and home office expense reimbursement.

HOW TO APPLY

Candidates should upload resume and cover at flourishagenda.com/careers (<https://flourishagenda.com/careers/>). Applications will be reviewed as received.

DEADLINE

We are accepting applications until the position is filled as we prepare for a series of upcoming contracts.

Flourish Agenda is an equal opportunity employer and highly values diversity. People of color are strongly encouraged to apply. Employment decisions are based on merit, qualifications, and skills.