

## **EMPLOYMENT OPPORTUNITY**

### **Youth Justice Director**

#### **Salary:**

\$70,000

#### **Reports to:**

Executive Director

#### **About us:**

Freedom Inc., is a nonprofit that works with low-income communities of color to end violence, which for us includes interpersonal and systemic violence. We work with Black and Southeast women, LGBTQIA+, and young folks, to end violence that we experience inside and outside of our communities, to bring about deep change to our lives and communities. We work to end violence against us by supporting and building up community members who experience violence, as leaders, who can then create solutions to ending violence within and against their communities.

We do this through leadership development and community organizing, in ways that are language-gender-generation and culture-specific to the women, LGBTQIA+, and youth from Black and Southeast Asian communities.

#### **Job Summary:**

The Youth Justice Director's role is to oversee the implementation of the objectives outlined in the Youth Justice MOST document and to guide our youth-specific domestic violence and sexual assault services, programing, and campaigns.

#### **Key Responsibilities:**

- Organizing and working closely with collaborating service providers and the clients to ensure that the needs of the sexual assault victims are met for youth
- Coordinating and conducting culturally specific DVSA trainings for FI's staff/local service providers/agencies
- Producing culturally appropriate resources and documents to develop/sustain Programs
- Participate in campaigns through planning and implementing events and direct actions with staff, base, volunteers, and coalition partners
- Plan and implement rapid response during crises, uprising, movement moments, mass mobilizations
- Strategic Planning
- Budgeting, tracking & reporting of grant activities
- Develop relationships to build a powerful base of leaders in our communities
- Create grassroots power in our communities

- Supervising, leading and developing a team of Youth Organizers and Leaders and the Youth Manager

**A Successful Candidate will have:**

- A passion for the FI's mission and demonstrated commitment to addressing issues facing the SEA and Black community
- Associate's or Bachelor's degree in Cultural Studies or Education or related fields and/or
- 5+ years of professional/community experience working with Teens/Black Community/Southeast Asian Communities
- 3+ years Supervisory experience, including managing Manager-level staff
- Understanding of gender/racial/Queer justice and be comfortable working with teens, girls, and folx who identify as LGBTQI
- Understanding of the ramifications and impact of sexual assault and domestic violence on a wide range of different family types and communities
- Understanding of patriarchy, capitalism, anti-Blackness, white supremacy and queer/trans phobia
- Experience working with Sexual Violence populations
- Highly organized, capable of balancing and prioritizing concurrent projects and deadlines
- A proactive approach to problem-solving with strong decision-making skills in alignment with Freedom, Inc.'s values
- Forward-looking thinker, who actively seeks opportunities and proposes solutions
- Advanced proficiency in MS Office applications (Word, Excel, PowerPoint) and Google Business (Docs, Sheets, Slides)
- Proficiency in CRMs and web-based applications like Basecamp, Trello, Slack, Blackbaud and QuickBooks
- Ability and willingness to work occasional weekends, evenings/late nights

**Location:**

This position is based, in person in Madison, WI. It is not a remote position although there may be times when position may be remote in town due to Covid safety protocols.

**Compensation & Benefits info:**

This full-time position offers a non-profit salary commensurate with experience, flexible work hours, collaborative work environment, and a benefits package that includes generous vacation, medical and dental insurance, and the option of participating in pre-tax transit benefit program and/or a voluntary 401(k) retirement savings plan.

Please send your resume & cover letter to: [hr@freedom-inc.org](mailto:hr@freedom-inc.org)

*Freedom, Inc. is an equal opportunity employer, which does not discriminate against individuals based on race, national origin, gender, physical disability, religion, sexual orientation, age, or any characteristics protected by the law.*