EMPLOYMENT OPPORTUNITY

Job Title:
Youth Justice Organizer

Reports:
Youth Justice 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 systematic 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 Organizer is responsible for coordinating culturally specific radical direct services and leadership development for youth. This position also regularly collaborates with the Community Power building, Queer, and Gender Justice teams. The Youth Organizer will collaborate with other Freedom, Inc. programs/departments and community partners/service providers to advocate and organize for the emotional and material well-being of youth.

Key Responsibilities:
- Provide culturally specific radical direct service and leadership development to Black & SEA youth (who are survivors of SA, IPV, DV) which could include economic assistance/legal services and advocacy, crisis management, and safety planning
- Establish relationships and perform outreach duties in Dane County within the young folks’ communities (home, school & recreation)
- To make necessary referrals to other agencies for additional services for youth victims of sexual assault & co-advocate with local service providers and agencies to meet the needs of the victims/survivors
- Plan, coordinate, and conduct yearly youth programs, support groups, meetings, workshops, trainings, and other activities to fulfill goals (Ex: Youth Programming and Freedom Youth Squad, Freedom, Inc.’s youth leadership table)
- Coordination of seasonal youth programs: Books & Breakfast and Freedom Youth Organizing Camp
- Coordinate and if necessary, provide transportation to youth
- Maintain relationships with youth’s parents or caretakers
- Complete intake forms & other data entry tasks accurately
- Supervisory duties: Directly supervises and delegate tasks for Youth Leaders
A Successful Candidate will have:

- High School diploma or GED equivalent and/or 3+ years of experience working with youth/teenagers with an understanding of youth culture
- Experience with Black and Southeast Asian youth and LGBTQI+ folx advocacy
- 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/transphobia
- Excellent verbal and written communication skills
- Ability to create flyers for programs using design tools like Canva
- Must be able to communicate in healthy, transformative, professional, and direct way with clients, peers, community members and FI Leaders
- Patience & Accountability- Ability to maintain a professional work attitude, when performing job duties in stressful situations, when handling complex communications and when interacting with a variety of personalities
- Good self-care practices
- Crisis Intervention & Response skills
- Approachability – pleasant demeanor, easy to talk to, easy to approach
- The ability to exercise good judgment in a variety of situations
- Ability to react with appropriate levels of urgency to situations and events that require quick response or turnaround
- Organizational Agility – Can organize & assemble resources (people, funding, material, support) to get things done
- Excellent organization and time management skills; proven ability to meet deadlines
- Self-motivated & detail-oriented
- Ability to manage youth caseload mostly independently with minimal supervision
- Proficient reading and writing in English
- Proficiency in MS Office applications (Word, Excel, PowerPoint) and Google Business; as well as web-based applications like Basecamp, Trello, Slack

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 an hourly wage of $24.04 per hour, 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 your send resume to: 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.*