

Position Description

Position Title: On-Call Organizational Learning Facilitator (Multiple Openings)

Hours Per Week: This is an on-call position with no set weekly hours.

Compensation: \$29-\$34 - non-benefited position

Projected Start Date: Rotating start dates based on candidates availability.

Positions Open Until Filled

About The UPRISE Collective

Our mission is to open spaces and provide support for people with targeted identities to engage in social uplift within our own communities, outside of privileged, hierarchical, white supremacist models. The funding we earn from providing equity and liberation trainings, strategic planning, and organizational technical support offsets the costs of our work in-house, which includes community education, direct action, advocacy, and original program development. The UPRISE Collective is, to date, 100% BIPOC with respect to staff, contractors, and Board, with multiple other intersecting targeted identities represented in our community. We embrace a non-hierarchical model, and seek applicants who are good and working independently, and who thrive in collaborative teams where you'll be open to show up as your full self.

Responsibilities

Our Organizational Learning Facilitator Team supports UPRISE's contracted fee-for-service work that constitutes a significant portion of our funding. Contracted work includes, but is not limited to, training, consultation, policy review, assessment, and data analysis. Position is supported by the Organizational Learning Program Coordinator to deliver content that is consistent with UPRISE's values and mission. This position is part of the collective pool of facilitators with unique skills and experiences that support the Organizational Learning arm of our team.

Basic responsibilities include but are not limited to:

- Collaborating in a team environment to create training content, aligning principles of equity and liberation to meet the needs of the community partner (which can include behavioral health, work with youth and families, housing, policy development, and more)
- Supporting community partners with consultation, policy reviews, and assessment as needed.
- Collaborating with the team to support UPRISE's programming, fundraising events, and other opportunities to support our "all hands on deck" approach.
- Draft correspondence
- Other duties as assigned

Requirements

- Experience with facilitation in the areas of equity and liberatory practices
- Experience in assessment and data collection
- Ability to effectively communicate orally and in writing
- Access to phone, internet, and computer (organization does not necessarily provide)
- Ability to maintain high level of self-motivation for independent work
- Proficient in English reading, writing, and oral communication, although other language proficiencies are welcome.
- Willingness to pitch in as able in other areas is appreciated

Preferred

- Familiarity with Google Drive Suite
- Lived experience as a community member with multiple intersecting targeted identities as well as knowledge of resistance movements, mutual aid, and community building strategies.

Benefits and Culture

All policies are available and updated in the employee handbook and reviewed regularly to increase accessibility and to support employee wellness. Below are snippets of the benefits and culture at UPRISE.

- Health and dental insurance - Kaiser Permanente
 - For full-time employees, the full insurance premium for dental and medical are paid by UPRISE up to \$450/month.
 - For employees working 20+ hours, the insurance premium paid is prorated.
 - Employee dependent insurance coverage is available at employee expense.
- Flexible schedule
 - Employees are encouraged to set their own schedule that meets their needs and the needs of their specific work - including making regularly scheduled all-staff and project specific meetings.
- Vacation and sick time
 - For the first year of employment, full time employees accrue 3 weeks of leave.
 - For the first year all part time employee leave accrual is based on hours worked.
 - Pending meeting all job requirements, vacation moves to unlimited year two for all employees.

How to Apply

- Send email to community@theuprisecollective.org with resume, cover letter, and three professional references.

Interview Process

1. Applications are screened by our interview team on a monthly basis. Criteria include relevant experience, and the extent to which the candidate has demonstrated readiness for the position via their cover letter or any other pertinent information. You will be contacted if you are selected for an interview.

2. First round interviews will take place virtually, with a panel of UPRISE staff, facilitators, and Board members. Expect anywhere from 3-5 people on your interview panel.
3. Those candidates that are selected for a second round interview will prepare a 45 minute presentation for the interview panel to demonstrate their curriculum planning and facilitation skills.

Federal law prohibits job discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.