



Position Available: Co-Director *Youth Energy Squad Program*

Overview: EcoWorks is a Detroit non-profit that has worked at the intersection of social justice and sustainability since 1981. We seek a well-rounded leader with a passion for youth development and sustainability to help lead our Youth Energy Squad program (YES). The Youth Energy Squad, a program of EcoWorks, is a model green schools program that has grown from serving one school in 2010 to over 65 schools in the coming 2020-21 school year. We need someone who is driven to take ownership for all elements of the program, from budgeting and grant reporting to staff development and building collaborative relationships with dozens of schools and partners. The right leader will work collaboratively with an existing Co-Director and Program Manager to ensure excellence in our day-to-day work while continuing to move us toward our ambitious long-term vision of growing the next generation of green leaders in Detroit, Southeast Michigan, and beyond.

About Us: EcoWorks is a Detroit nonprofit with a 39-year track record of providing services at the intersection of community development, sustainability, and social justice. Our mission is to create opportunities to learn and practice the sustainable use of energy and natural resources through innovative education, job training, consulting, social business and advocacy through three complementary programs: The Youth Energy Squad (YES), EcoD, and Strategic Community Initiatives.

While EcoWorks' roots are firmly planted in energy conservation, we have grown to emphasize all aspects of sustainability in housing, commercial buildings, neighborhoods, schools, and municipalities. EcoWorks develops solutions that are collaborative, just, innovative, and build the capacity of others to champion sustainability. We have partnered with more than 60 schools, 50 municipalities, 55,000 households, and hundreds of community organizations. These efforts have generated more than \$30 million in energy savings, secured over \$5 million for local governments to invest in sustainability projects, and placed more than 250 trainees in green jobs. We play leading roles in coalitions from multi-family energy efficiency and water affordability, played a leading role in the development of Detroit's first sustainability plan, and are co-founders of Eco-D and the Southeast Michigan Regional Energy Office. Learn more about us at: www.ecoworksdetroit.org

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Youth Energy Squad: As a program of EcoWorks, we empower youth to make their communities more sustainable and become leaders in Michigan's green economy. From 2012-2020, the YES team of staff and AmeriCorps Members facilitated the participation of 60+ Detroit Public Schools in the DPSCD Go Green Challenge – engaging over 1,000 students weekly in place-based environmental activities and supporting over 2,500 projects that have saved the District over \$2 million in utility costs. Students play a critical role in this work by forming green teams at their schools and leading sustainable projects both inside and outside the classroom. Youth voice is at the forefront as students work together to understand environmental issues in their community and to develop hands-on projects that address the issues at hand. YES students regularly present their work at conferences and have even met with President

Obama to advocate for youth green jobs and won the prestigious Governor's Service Award. Learn more at www.youthenergysquad.org.

Position Detail: As Co-Director, you would be responsible for the overall success of the program. Reporting directly to the Executive Director, the Co-Director will:

- Recruit, train and provide authentic leadership to a diverse team of 16 **full-time** AmeriCorps Green School Coordinators, 10 AmeriCorps Youth Sustainability Leaders and 50 summer AmeriCorps **Youth** Crew Members
- Collaborate closely with and support a fellow Co-Director, and a STEM and Career Development Manager
- Work effectively and build relationships with our diverse stakeholders – funders, school district officials, utilities, municipalities, education coalitions, students, teachers, and community and business partners
- Create a comprehensive program strategy that integrates several program elements, including school green team facilitation, a summer program, new STEM and climate resiliency-based programs, a new year-round leadership program, extracurricular programming, parent engagement, and more
- Ensure compliance with government funding, including an AmeriCorps grant with the Corporation for National and Community Service, submit timely requests and reports for grants and contracts, carry out ongoing evaluation efforts, develop and monitor budgets, and provide accounting reports
- Champion the Youth Energy Squad program and communicate our work to diverse audiences
- Evaluate, revise, and add to our program design and place-based curriculum for working in schools and surrounding communities
- Build institutional program knowledge that can be shared and replicated
- Work with Program Staff and the Executive Director to develop and pursue a strategy for thoughtful expansion while maintaining quality in existing programming
- Regularly support fundraising and development of grant proposals
- Contribute to the EcoWorks leadership team to promote cross-program collaboration and organizational development

Desired Qualifications:

- Commitment and passion for EcoWorks' mission and organizational values of integrity, collaboration, excellence, vision, sustainability, and justice.
- At least 2 years experience in youth development and/or youth organizing
- At least 1 years experience directly managing or supervising staff / teams
- Prior experience demonstrating organizational, management and leadership abilities with 3-5 years experience preferred in project and partner relationship management
- Strong group facilitation skills and the ability to create a positive, productive, inclusive team atmosphere
- Strong writing skills, with experience writing and reporting on grants preferred
- Working knowledge of sustainability, education, and leadership development



- Familiarity with major partners such as AmeriCorps, Detroit Public Schools or similar school system, and other local and regional partners (AmeriCorps experience preferred, but not required)
- Strong organizational and project management skills to plan, manage, and bottom-line multiple complex, demanding projects simultaneously
- Experience managing conflicts, both interpersonal and with other organizations
- Experience and competency with systems including Microsoft Word, Microsoft Excel, Google Suite etc.
- Experience creating and managing a budget and reporting financial and other program metrics through grant reports
- Foundational belief in the capacity of young people to make real change
- Experience working with people of color and diverse communities, particularly in urban settings, is highly preferred.
- Commitment to building equity within the Youth Energy Squad and EcoWorks, as well as in the community through our work.

Benefits: This is a full-time, salaried position with benefits. Base salary range is \$45,000 - \$50,000, depending on experience and qualifications.

How to Apply: The application period is rolling and we aim to hire the Program Co-Director by August 1. We seek and welcome a diverse pool of applicants. To apply for this position, please send a cover letter, resume and writing sample to Justin Schott, hire@ecoworksdetroit.org with the subject line "YES PROGRAM DIRECTOR APPLICATION". We would prefer writing samples that are brief (1-3 pages) and focus on a project proposal, project description, or a persuasive article.

Equal Opportunity Employment Policy: EcoWorks has a long-standing record of nondiscrimination because of race, color, religion, creed, national origin, ancestry, disability, weight, gender, sexual orientation or age. All EcoWorks policies, practices and procedures relating to training, development and promotion are administered equally and in accordance with all applicable laws. All employees, interns and volunteers are responsible for complying with these policies, procedures and laws. It is also EcoWorks' policy to give full and fair consideration to applications from disabled persons and to provide appropriate training, development and promotion prospects to persons with disabilities. EcoWorks will regularly monitor these procedures to ensure continued compliance with the Equal Employment Opportunity guidelines.

