



## Full-time Youth Organizer

**Reports to:** Community Organizer  
**Supervises:** n/a  
**Full-Time** (37.5 hours per week), exempt  
**Salary:** \$60,000-65,000 depending on experience and generous benefits including health, dental, vision, 401K

### Overall Job Description:

As part of its most recent Strategic Planning process, the Montgomery County Collaboration Council for Children, Youth and Families identified as one of its main strategic priorities the urgency of ensuring that community members most impacted by racial and economic disparities be included in identifying solutions and making decisions on issues that directly impact their lives.

The Youth Organizer will work with our staff to build relationships with youth leaders, parents and families, local community partners, county government, and service providers to plan and develop an innovative, community-driven approach to creating a Youth Action Board as well as other similar collectives and committees to infuse youth voice into the Collaboration Council's work and strategies. This person will help ensure that all relationships built with young people continue to be nurtured and sustained. Besides the Collaboration Council Youth Action Board, the Youth Organizer will be infusing youth voice into the Racial and Ethnic Disparities Committee (REDC) which focuses on ending "disparate minority contact," or rather, the school-to-prison pipeline in MCPS.

### *Youth Action Board Specifics:*

The Collaboration Council Youth Organizer will work with Montgomery County Department of Health and Human Services (Services to End and Prevent Homelessness), Montgomery County Interagency Commission on Homelessness, and the MoCo Reconnect Youth Drop-In Center to establish the Youth Action Board's consistent involvement and work on the Continuum of Care (CoC).

The YAB will consist of community members ages 17 to 24 who have a desire to impact the way their peers and future generations of young people experience homelessness in Montgomery County. These youth are viewed as experts who help hold government and nonprofits accountable for prioritizing the needs and wants of young people.

The previous YAB played a central role in developing and designing the MoCo ReConnect Youth Drop-in Center, which opened in June 2022. The Drop-in Center is a unique approach in Montgomery County as the only dedicated youth space specifically centering the needs of youth ages 16-24, particularly those impacted by housing insecurity and seeking alternative opportunities to traditional education pathways.

### Areas of Focus:

Program areas include, but are not limited to:

- Youth Advisory Board
- Racial and Ethnic Disparities Committee
- Montgomery County Community Needs Assessment

### **Major Responsibilities & Duties:**

- Coordinate and facilitate regular community meetings to foster relationship building, collaboration, and promote equitable services for young people throughout Montgomery County agencies
  - This includes strengthening relationships with partners, identifying and addressing improvements to working together to authentically support young people including implementation of equitable and promising practices and continued communication strategies
- Support community advisory groups which may emerge from the community convenings
- Conduct outreach, recruitment, screening, training, support, and stipend disbursements for young people to actively engage and be supported in their committee and board meetings
- Ensure that co-designed and co-led initiatives are continually evaluated, refined, and improved in accordance with the needs of the community, as identified by the community

### **Qualifications and Attributes of a Strong Candidate:**

- Excellent Communication
- Bilingualism (particularly Spanish)
- Strong group facilitation skills; strong interpersonal skills with the ability to communicate effectively with people from diverse racial, ethnic, socioeconomic, and gender backgrounds
- Strong writing skills, particularly an ability to write clear summaries of meetings and conversations
- Ability to successfully navigate challenging conversations among diverse groups
- Ability to develop and conduct presentations and training sessions; comfortable with public speaking
- Ability to build authentic relationships with racial, socio-economic, and gender diverse communities of young people and their families
- An understanding of the concepts of institutional and structural racism and bias and a genuine commitment to equity and inclusion
- An ability to effectively work with people from diverse backgrounds, including age, race, ethnicity, gender identity, and lived experiences
- Enthusiastic and positive attitude about changing systems and community perspectives
- Professionalism and authenticity
- Strong organizational and project management skills
- Ability to manage multiple priorities at once.
- Ability to work well independently and as a member of a highly integrated and diverse team
- Demonstrated ability to solve problems and manage conflict
- Ability to be self-directed and meet deadlines
- Ability to practice civility in the face of conflict
- Proven Commitment to Service
- Interest in a work culture that prioritizes humanity and curiosity

### **Work environment:**

Hybrid (combination of remote and in person in our Rockville office with in-person meetings required)

### **To apply:**

Please send a cover letter and resume to [HR@collaborationcouncil.org](mailto:HR@collaborationcouncil.org) with the subject line reading: [your last name] – Youth Organizer

**The position is an immediate opening and will be open until filled.**

*Montgomery County Collaboration Council for Children, Youth, and Families is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.*