



## **Part Time Surf Program Leader (SPL) Position**

### **Organization Background**

Brown Girl Surf is a fiscally sponsored non-profit organization that works to build a diverse, environmentally reverent, and joyful women's surf culture by increasing access to surfing, cultivating community, amplifying the voices of women of color surfers, and taking care of the earth. Since beginning our programs in 2014, we have built a vibrant community of dedicated brown girl surfers and allies. Our presence is felt on Northern California beaches from Half Moon Bay to Bolinas, and the surf culture that we have created locally has been amplified via social media across the country.

BGS has a volunteer cohort comprised of 100% female and/or gender non-conforming surfers, of which over 95% of us identify as surfers of color. Our robust volunteer development program serves both our youth and adult participants, offering supportive growth in all areas of BGS programs. Together, we work on building the capacity in our communities to surf, access the ocean, share surfing with others, and advocate for coastal access and ocean stewardship. We offer a variety of beach-based programs for female-identified and gender expansive folks starting at 9 years old, and a youth Summer Camp that focuses on both surfing and ocean education. Programs in the water are complemented by programs on land, open to the whole community, including allies while centering BIPOC voices and experiences. Brown Girl Surf community celebrations include film screenings, environmental cleanups, and civic engagement events around environmental justice and ocean stewardship. Since the start of our community programs in 2014, over 450 female-identified and gender non-conforming folks have participated in and/or hosted our programs.

In all of our programs, we strive to embody our 6 core values: Play, Community, Self-empowerment, Care for the Earth, Arts and Expression, and Gratitude.

### **Position Overview**

Brown Girl Surf has grown quickly, with increased demand for our programming and more opportunities to amplify the voices of our community and we are excited to add the new year-round position of Surf Program Lead (SPL). Surf Program Lead will play multiple roles in surf program delivery, with opportunities to grow to a fuller part time position over time as these areas of BGS programming expand. The Surf Program Lead will be supervised by the Program Director.

This is a non-exempt part-time position of at least 12 hours a month, and up to 40 hours a week total at season peaks (i.e. summer camp). Brown Girl Surf is committed to a work culture where we can lead healthy and well-balanced lives, and remain connected to the joy that underlies our mission. We are looking for someone who shares our commitment, work ethic, and personal accountability to our mission. We have a strong preference for candidates based in Oakland, where Brown Girl Surf and most of our community are based and the surf shed (i.e. program gear, etc.) is located. Women and gender expansive folks of color are strongly encouraged to apply for this position.

## **Job Responsibilities**

Duties of this position include but are not limited to:

### **Spring Season: (March to Early June)**

- Complete Lead Surf Instructor training and logistics support role for BGS programs, approximately 40 hrs of training.
- Act as Lead Surf Instructor for 3-4 spring programs.
- Being on call as a backup for 6-12 Program Days during the Spring. Most programs take place on Saturdays, Sundays, with occasional Wednesday evenings in March- Early June

### **Summer Camp Season: (June-August)**

- Summer Camp Prep:
  - 1 week of pre-season training and preparation under the supervision of the Program Specialist and Environmental Educator
- Summer Camp Weeks 1-4:
  - Support program staff in program delivery
    - Assist with gear transportation, setup, pack-up, cleaning, and maintenance
    - Assist with surf instruction and facilitation of ocean activities
  - Implement and uphold water and ocean safety at all times while at the beach/at program
  - Support volunteers in delivering and facilitating physically safe and culturally responsible ocean and water play
  - Lead participants in program activities including but not limited to opening circle check ins, beach walks, art projects, games, environmental education, and more
- Post Summer Camp:
  - Participate in all staff debriefs
  - Assist in gear cleanup and maintenance

### **Fall Season: (September to Early December)**

- Act as a Lead Surf Instructor for approximately 6-10 fall programs, *pending COVID safety and community health.*
- Serve on call as a backup for 6-15 Program Days during the fall, *pending COVID safety and community health.*
- Contribute to curriculum development/refinement for BGS Creek to Bay Day and take lead for preparation of curriculum materials and supplies.
- Support program delivery for BGS Creek to Bay Day event.

## **Qualifications**

Required:

- Possess a valid CA drivers license for the purpose of driving our 12 passenger van transporting gear and participants to/from programs as needed.
- Experience in surf and ocean conditions, competent in handling oneself and others safely in rough, cold, exposed beach break; i.e. strong paddling skills, water awareness, comfort surfing and paddling into waves 4ft+.
- Ability to assess the safety of surf conditions for students of varying abilities and make judgment calls around ocean safety.
- CPR certification and First Aid *\*(BGS will cover costs associated to trainings)*

- Lifeguard and/or Ocean water Safety Instructor training *\*(BGS will cover costs associated to trainings)*
- Expertise and experience in outdoor education with BIPOC communities. (Excellent skills in delivering culturally responsive outdoor/environmental curriculum to serve BIPOC Youth and Adults.
- In depth knowledge of barriers facing BIPOC and/or female-identified and gender expansive folks to feel physically, emotionally, and mentally safe, welcome, and included in the outdoors.
- Knowledge of trauma-informed program delivery techniques and practices.
- Experience working with youth and knowledge of youth development principles.
- Strong beginner surf instruction and coaching skills, or willingness to learn.
- Knowledge and deep understanding of power and privilege around race, including *within* communities of color.
- Able to lift objects up to 40 lbs, walk up to 1.5 miles, and stand for extended periods of time.

***Preferred Qualifications:***

- Language skills in languages identified in BGS community (including but not limited to American Sign Language, Spanish, Mandarin, Cantonese, and Tagalog)
- Skills and interests in music, arts and/or mindfulness instruction
- Skills in other areas of BGS program delivery (i.e. advocacy, communications, project/program management etc. that could lead to opportunities for growth in other program areas alongside surf programs).

**Compensation and Benefits**

- This position is paid hourly starting at \$23.00/hour, plus overtime and including any training required.
- Brown Girl Surf will pay for all necessary certifications/trainings.
- Brown Girl Surf staff benefits also include ProDeal and corporate partner discount (i.e. REI, Sanuk, evo).

**Expected Work Environment**

- This is a part-time job which will require 12-40 hours per month, and up to 40 hours a week at season peaks. Most programs take place on Saturdays, Sundays (9-10 hr work days), with occasional Wednesday evenings (4-5 hour work day) in March-Early June.
- SPL will be expected to attend ALL volunteer training sessions (including but not limited to our ocean safety training and trauma informed practices training
- Must be available for at least 2 hours during the coworking weekly schedule between 9am and 6pm for program prep and program debriefs with the program team.

**How to Apply**

*Submit a LETTER OF INTEREST and RESUME to [jobs@browngirlsurf.com](mailto:jobs@browngirlsurf.com) - position open until filled. First round of candidates will be notified the week of Aug. 8, 2022 and interviews will begin Aug. 22, 2022.*

Please note, BGS strives to create culture in our own image at the beach and in our work practices. We accept all forms of cover letters or letters of interest so feel free to get creative with it - let us know why you want to join BGS or what working with us would mean to you in writing, in song, in a poem, in a video or any other way you choose to express yourself! Please include a brief introduction of yourself, your passions, or your interest so that we have a better grasp of who you are and how you might fit into our team!