



## **Youth & Environmental Stewardship Coordinator (Full-time Exempt)**

**Organization Background:** [Brown Girl Surf \(BGS\)](#) is based on Lisjan Ohlone lands, aka Oakland. Our mission is to cultivate a surf culture rooted in collective power, equity, love and a reverence for the Earth. BGS also works to shift surf and beach culture and dismantle barriers to coastal access that are rooted in systems of colonialism, racial discrimination, and injustice. We are an intergenerational community of girls, women, and gender expansive folks of color who share a connection to, or a desire to connect to, the ocean.

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, as well as promotes an organizational culture of equity and inclusion and centers justice, equity, diversity, and inclusion in your communication and behavior. We have a strong preference for candidates based in Oakland, where Brown Girl Surf and most of our community are based. Candidates that identify as Queer and/or Trans, Black, Indigenous, Women and People of Color are highly encouraged to apply.

### **Position Overview**

The Youth and Environmental Stewardship Coordinator will be responsible for designing, planning and facilitating youth surfing and environmental stewardship programs, with a strong emphasis on equity in ocean connection. The Youth and Environmental Stewardship Coordinator will also be responsible for working closely with the BGS Advocacy Specialist to coordinate opportunities for youth to get involved with ongoing BGS advocacy campaigns related to coastal access and environmental stewardship.

This is a full-time exempt (FTE), salaried position with benefits (health, dental and vision), starting at \$65,000, negotiable depending on experience, both lived and professional. The Youth and Environmental Stewardship Coordinator will report to the Program Director.

### **Primary Responsibilities:**

#### **Annual Youth Program Coordination**

- Lead the planning and delivery of all youth programs, with support from the program team
- Act as a lead mentor for our youth wave riders, offering them mentorship and support in areas of leadership, surf training, ocean safety, community building, co-facilitation, advocacy and more
- Manage all communications with youth guardians, care-takers and family members to build a healthy, reciprocal and trusting relationship with our youth surf community adult members
- Refine and build upon existing curriculum for all BGS youth and environmental education programs, and take lead for preparation of curriculum materials/supplies
- Cultivate intentional program partnerships with existing or potential new partner organizations that center the voices and experiences of BIPOC youth
- Support as co-facilitator at BGS Soul Surfer Program days at the beach throughout the year

#### **Youth Summer Camp (4 week from July - Aug)**

- Act as 1 of 2 co-leaders of Brown Girl Surf's surfing and ocean connection summer camp for 4 weeks, with primary responsibilities which include:

- Co-lead the planning of summer camp with the program team in areas of: community outreach, curriculum refinement, logistical preparations, on-boarding and training of summer camp staff
- Manage the seasonal summer camp team consisting of 3 - 4 Surf Program Leads, in addition to our youth Counselors in Training (CIT's) throughout camp season
- Facilitate day-to-day communication with adult contacts, guardians and families during camp and serve as the primary contact for families and guardians

#### Environmental Stewardship Coordination:

*Brown Girl Surf recognizes that we are all a part of nature, thusly our approach to environmental education and stewardship is rooted in nurturing a reciprocal relationship with the Earth that centers joy, belonging, healing and respect.*

- Refine and update BGS specific nature connection curriculum to be used in and out of surf program in partnership with the Program Director and Program & Engagement Specialist
- Design, plan and deliver environmental stewardship offerings that deepen our communities' connection to the land and the ocean such as tidepooling, creek hikes, estuary cleaning, etc.
- Maintain and support community partnerships with an emphasis on organizations and partners that center the voices and experiences of Indigenous, Black, and /or People of Color
- Collaborate with the Advocacy Specialist to increase youth engagement in environmental advocacy opportunities

#### Qualifications

*Required:*

- Minimum 3 years of experience in outdoor education and youth development
- Experience and comfort in surf and ocean conditions
- Awareness of ocean safety and competence in handling oneself and others safely in different ocean conditions
- Experience and confidence with facilitation, training and curriculum development, mentorship and/or coaching Youth of Color
- Knowledge and understanding of power and privilege in different identities, including but not limited to race, gender, class, education, sexual orientation, and physical ability. Your understanding reflects both hierarchical and lateral oppression
- Comfort and ability to communicate with parents/caregivers/guardians
- Openness to engaging with and developing a connection to the ocean is critical. Surf expertise is NOT necessary, but comfortability with surfing and the ocean is highly desired
- A proven track record of project management and time management skills
- Possess a valid CA drivers license for the purpose of driving our 12 passenger van transporting gear and participants to/from programs as needed
- Excellent networking and outreach skills and ability to clearly present program goals and to work collaboratively with diverse stakeholders
- Self-starter with the ability to work independently and as part of a team
- Ability to multitask, be persistent, manage your time well, and solve problems as they arise
- Ability to communicate openly and empathetically when faced with adversity and/or conflict
- Embody Brown Girl Surf organizational values
- CPR certification, First Aid, Lifeguard Certification *\*(BGS will cover costs associated to trainings)*

- Proficiency in Salesforce (or ability to learn quickly), Microsoft Office and Google Suite, in addition to general computer literacy and familiarity with webinar hosting and remote work programs
- This job requires you to lift objects up to 40 lbs, walk up to 1.5 miles, and stand for extended periods of time

*Desired Qualifications:*

- Ability to assess the safety of surf conditions for students of varying abilities and make judgment calls around ocean safety and paddling into waves 4ft+. BGS will offer continued training in this area for all program staff
- Language skills in relevant languages for our community: Spanish, Tagalog, Vietnamese, Khmer, Mandarin and/or Cantonese
- Knowledge of trauma-informed & consent-based program delivery techniques and practices
- Strong knowledge of safety/logistics in outdoor programming

**Compensation and Benefits**

This is a full-time exempt (FTE), salaried position plus benefits (health, dental and vision), starting at \$65,000, negotiable depending on experience, both lived and professional. Additional benefits and perks include:

- Paid Time Off available (federal holidays, sick and vacation accrual).
- Additional 5-day Paid Mandatory Rest in August post summer camp, org. wide
- Flexible schedule (swell/ tide accommodation) with partial work from home flexibility
- Stipends to support professional development
- Annual Wellness Stipend (\$500/year) and monthly phone stipend (\$40/month)
- ProDeal and corporate partner discounts available to BGS staff are provided after a 90-day interim period.
- And more!

**Expected Work Environment**

The Youth Engagement & Environmental Stewardship Coordinator must be available to work onsite at our office in downtown Oakland, during the coworking weekly schedule between 9am and 5pm, with partial work from home flexibility. Position requires flexibility to work outdoors on weekends for Surf Days (followed by an “off” day the following Monday) and occasionally before and after regular business hours.

**How to Apply**

*Submit a LETTER OF INTEREST and RESUME to [jobs@browngirlsurf.com](mailto:jobs@browngirlsurf.com) - Applications will close on **October 13th**, Brown Girl Surf will conduct interviews on a rolling basis, as applications are received. First round of interviews will begin mid September 2023. Our ideal start date for this position is mid November. 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!*