

Director of Curriculum

Girls for Gender Equity

The Details

Location: Brooklyn, NY (hybrid)

Start Date: October, 2023

Salary Range: \$85,000 - \$95,000 + Benefits

Reports To: Senior Director of Impact

The Opportunity

Girls for Gender Equity (GGE) seeks a Director of Curriculum to lead the development, implementation, and dissemination of training programs, materials, and other products to codify GGE's Theory of Transformative Change (TOTC) and enhance program impact. An integral part of GGE's Programs Impact Hub, the Director of Curriculum will supervise the organization's Curriculum & Training work and staff. The ideal candidate will have demonstrated experience with program and curriculum design that incorporates social change practice, healing justice (as connected to transformative justice and/or restorative justice), anti-policing frameworks, and queer and trans feminisms/women of color feminisms, as well as experience supervising a team.

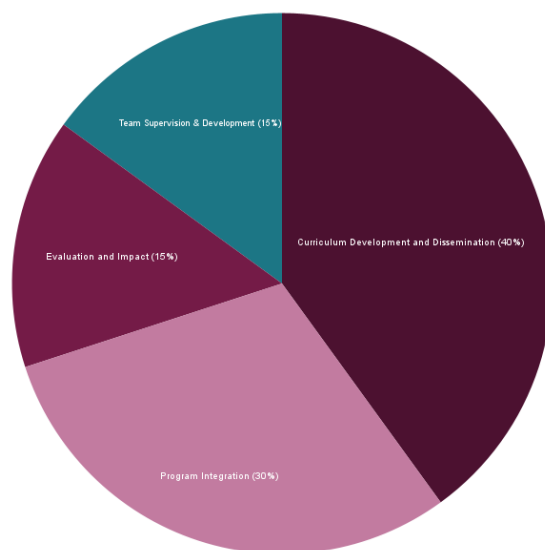
Your Day-to-Day

40% - Curriculum Development and Dissemination

- Develop branded curriculum, training programs and material that encapsulates and codifies GGE's Theory of Transformative Change (TOTC) for program and organization initiatives.
- Work with the Senior Director of Impact & Senior Director of Evaluation to structure & package GGE's various branded IP (e.g. curriculum, training, evaluation, consultations) to tailor for different target audiences.
- Lead ideation and innovation sessions to identify and expand on innovative teaching tools and materials for both internal use and external dissemination.
- Maintain expertise on current educational trends, best practices, and pedagogies to inform curriculum development.
- Cultivate and foster relationships with external stakeholders who are current or potential users of curriculum and related products

30% - Program Integration

- Refine existing programs and create new modules responding to current and emerging program needs.
- Work with the Director of Programs to standardize curriculum use across all GGE programs, including the Speakers' Bureau, to ensure sound and cohesive curriculum implementation.
- Lead training for all program managers in effective curriculum delivery and facilitation.
- Provide support and input to the Director of Healing Justice for curriculum and training elements of a best practice guide.



15% - Team Supervision and Development

- As direct supervisor to the Curriculum Manager, provide oversight, guidance, and professional development support
- Working closely with the Director of Impact, facilitate Curriculum & Training planning and performance evaluations.
- Ensure team compliance with internal fiscal policies and procedures and legal and statutory regulations.
- Model a strong culture of teamwork, mindfulness, and commitment to best practice.

15% - Evaluation and Impact

- Develop metrics for programs teams to track and report curriculum-related goals and outcomes.
- Lead Curriculum & Training team input into MEL exercises, donor reporting, and other requested evaluation measures.
- Provide support and input to the Senior Director of Impact and the Senior Director of Evaluation to set a strategy for GGE's curriculum and research agenda.

The Skills You'll Need

Success in the role of Director of Curriculum will require a deep commitment to anti-racist, feminist/womanist/queer, and youth development work. The ideal candidate will also bring the following skills, attributes, and experiences:

- At least 5 years experience, with progressive responsibilities, in curriculum design, development, and implementation, preferably in social work, youth development, social justice, or other related space
- Experience working with young people and, in particular, the experiences of cis and trans girls of color and GNC/NB youth of color;
- Experience with program and curriculum design that incorporates social change practice, transformative justice, restorative justice, and anti-policing frameworks;
- Evaluation experience;
- Ability to develop, plan, and implement short- and long-range goals, as well as to analyze and report on outcomes
- Highly organized with stellar communication skills, including strong written and verbal communication
- Strong facilitation skills, including the ability to inspire others
- Exceptional interpersonal and leadership skills, including a high level of self-awareness and ability to give and receive feedback well;
- Initiative-taker with a strong work ethic and efficient, results-oriented approach;
- (Desired but not required) Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues.

The People

This role will report to the Senior Director of Impact and, in their leadership of the Curriculum & Training Department, will supervise the Curriculum Manager. They will also maintain close working relationships with the Program Directors as well as the Senior Director of Evaluation.

The Organization

Girls for Gender Equity (GGE) is an intergenerational advocacy organization that works through a Black feminist lens, to achieve gender and racial justice by centering the leadership of Black girls and gender-expansive young people of color to reshape culture and policy through advocacy, youth-centered programming, and shifting dominant narratives.

GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color, and GNCNB youth of color. We ultimately believe in and work toward a world where cis and trans girls of color and gender non-conforming/non-binary youth of color are free.

Benefits & Culture at Girls for Gender Equity

In addition to a competitive salary, impactful work, and a great team, Girls for Gender Equity provides comprehensive perks and benefits. A brief overview:

Healthcare Coverage

- Org-sponsored medical, dental, and vision insurances (with plans available at no cost to the employee).
- We offer FSAs and HSAs with monthly contributions from the organization for eligible health plans.

Vacation and Paid Time Off (PTO)

- All full-time employees receive:
 - 12 paid holidays
 - Generous vacation & personal paid time off, increasing with tenure
 - Paid sick, bereavement, and parental leaves
 - Weekly time off to focus on wellness
 - ~16 additional paid days/year during annual office closures

Retirement and Other Benefits

- 401(k) plan with a safe harbor 5% match
- Life insurance, disability insurance, and more

Selected Perks and Culture

- Employees receive support to pursue training, coaching, public engagements, and professional licensing.
- GGE prides itself on being a workplace where employees bring their full selves to work. We regularly work to ensure that our core values are part of our workplace practice and way of being. We foster generative learning & reflection.
- GGE's current work model is a 10am-6pm work day with hybrid flexibility.

The Next Steps

If you are interested in this role, please send a cover letter and resume via our [JazzHR application portal](#). Applications will be reviewed on a rolling basis, with a preferred start date of October 2023.

GGE is an Equal Opportunity Employer. GGE provides equal employment opportunities to all employees, job applicants, interns, and volunteers without regard to race, color, religion, creed, political association, ancestry, sex, sexual orientation, gender identity or expression, marital or partnership status, national origin, immigration or citizenship status, age, military or veteran status, pregnancy, caregiver status, handicap or disability, genetic information or characteristic, unemployment status, arrest or conviction record, credit history, status as a victim or survivor of domestic violence, sex offenses, or stalking, or status in any group protected by federal, state, or local law in accordance with applicable law.