



BELONG
partners

Building Equitable Learning Opportunities
and Nurturing Growth

Job Announcement
Facilitators (part-time)
November 2023 announcement for Spring 2024 hire

Facilitator

(.6 FTE full time equivalent – average 24-32 hours/week with potential to grow to full time)

BELONG Partners is a leading education equity nonprofit, working with partners to build equitable learning communities that center the dignity, voice, and agency of young people. We employ a variety of social emotional learning (SEL) models that are science-based, culturally relevant, trauma-responsive, restorative, and child-centered to transform the way adults teach, parent, and care for youth.

To learn more, visit www.belongpartners.org

BELONG Partners is a 501(c)(3) non-profit founded as Sound Discipline in 2007. Our vision is a world where children know they matter and belong. Over 15 years, we have developed a solid model and a reputation as a trusted and effective partner, supporting schools to systemically address disciplinary practices that harm children and perpetuate racial and other inequities.

Our holistic approach includes three efforts:

We facilitate professional development for school leaders and educators to build classroom communities that model an inclusive culture schoolwide and promote student agency and well-being. Fundamental to school transformation is a systems approach that shifts how adults build relationships with students and integrates social learning and discipline.

We coach administrators and educators to use data to identify and implement solutions that address damaging systemic patterns of inequity that target Black and brown students.

We train and coach families and caregivers to apply solution-oriented practices that instill critical social emotional life skills.

BELONG Partners is hiring Facilitators based in the Seattle area. We are committed to having a diverse workforce. We strongly encourage individuals who are Black, Indigenous, or People of Color to apply.

Primary Responsibilities:

- Facilitate and deliver BELONG Partners' research-based, experiential, and culturally responsive workshops and presentations in schools in the Seattle area and online. Facilitators work primarily from home, driving to provide service in schools. In the pandemic, service delivery shifted to virtual/remote delivery and now we do both in-person and virtual/remote delivery, dependent on the location and needs of our clients. *Note: training, support, and program delivery is done in tandem with experienced facilitators before doing workshops solo.*
- Coach and facilitate school discipline data teams using the Team Initiated Problem Solving (TIPS) process and trauma-informed practices.

- Coach and facilitate school staff as they learn the BELONG Partners approach including integrated culturally-relevant, trauma-responsive, restorative practices and problem-solving class meetings.
- Speak, write, and present information effectively and persuasively across numerous communication settings and platforms.
- Work collaboratively with school personnel using a strengths-based, trauma-responsive approach to understand and address their concerns about students who are currently struggling in school.
- Work collaboratively with BELONG Partners team members.
- Provide professional development coaching to individuals and small educator teams.
- Active involvement in creating an environment within assigned schools that supports educators in building equitable learning communities.
- Assist team members with ongoing continuous quality improvement to enhance programs and workshops.
- Participate in all required training, meetings, and classes and implement learnings as requested by BELONG Partners.

Required Qualifications:

- Available 24-32 hours per week, flexible to accommodate school schedules, especially at times when schools do professional development.
- Experience working with teams and individuals with diverse racial, cultural, and ethnic backgrounds and values.
- Direct experience in facilitating and/or training in both small and large groups of adults.
- Ability to hold a learning space in which people feel safe, respected, heard, and accepted.
- Competency in managing and organizing multiple tasks and competing priorities independently as well as with other team members (including scheduling, documentation, and follow up).
- Own or have reliable access to a vehicle and have ability to travel to multiple locations around the Seattle area on an as-needed basis. Some work is virtual/remote. There may also be need for occasional travel to clients beyond the Seattle/King County area.
- Passion for the BELONG Partners vision, purpose, and goals.
- COVID-19 vaccination required.
- Pass Washington State criminal background check.
- Reside in Seattle/South King County or vicinity.

Strongly preferred:

- Two or more years of experience as a classroom educator or counselor.
- Bachelor's degree or certificate of training in organizational development, education, psychology, counseling, training, or similar experience in an education setting.
- Considerable experience and competency in developmental coaching of adults to grow and learn.
- Understanding of trauma-responsive practices.
- Comfortable with technology, Office 365, Zoom, Adobe, Slack.

A successful facilitator:

- Works cooperatively with team members and management.
- Maintains consistent and regular attendance of assigned work schedule.
- Organizes resources to complete their projects efficiently and on time.
- Is a continuous learner.
- Asks for, receives, provides, and acts on performance feedback.

- Has self-awareness of personal identity (race, gender, culture, ability, socio-economic).
- Uses appropriate discretion and judgment in dealing with sensitive situations or challenging behavior in schools.
- Is able to hold space for conflict and tension in the room while facilitating.
- Switches gears readily and easily in response to unexpected events and circumstances.
- Navigates resistant groups and audience participants while maintaining relationships.

Compensation. \$37.88/hour (approx. \$47k/year for .6 FTE/\$78,790 for 1 FTE) to start with planned anniversary increases). Benefits include: \$500/month employer contribution toward group health insurance plan coverage or \$500 monthly compensation if you have other insurance. Option to join SIMPLE IRA plan with up to 3% match. PTO/LTD/Life/EAP.

To Apply:

Submit resume, cover letter with answers to the four questions below, and three professional references with contact information (ideally in one PDF) to hr@belongpartners.org with “Facilitator” in the subject line. Priority consideration will be given to resumes received on or before January 5, 2024. Open until filled.

Application Questions: Limit responses to 200 words per question.

1. What do you think is most exciting about the possibility of being a facilitator with BELONG Partners?
2. What do you think is the core factor that lends meaning and distinctiveness to you and your work?
3. Describe the best team you’ve worked on. What was your unique contribution to the team that helped make it a terrific group experience for everyone involved?
4. This position is a .6 FTE position (average 24 hours per week) and needs to accommodate school schedules, especially at times when schools do professional development. If hired, would you be able to work during school hours (weekdays 8am-4pm and some evening events and occasional out of area travel)? If the hours in this position were to grow to 1 FTE (full time) would that be of interest to you or do you only want a part-time position long term?

Tentative search timeline

November 2023 – jobs posted
 January 5, 2024 – deadline for full consideration of application (open until filled)
 January – screening interviews – by Zoom
 February – facilitator practice & panel interviews – by Zoom
 February – offers to candidates
 March 2024 – likely target start date

BELONG Partners is committed to recruiting, hiring, developing, fairly-compensating, and promoting the best-qualified individuals for positions at all levels within the organization. We believe the organization’s goals can only be attained by utilizing the diverse skills and backgrounds of all our employees. We therefore maintain an unequivocal commitment to and support of equal employment opportunity for all individuals, free from discrimination based upon characteristics protected by law such as race, color, national origin, caste, religion, creed, age, sex, sexual orientation, gender identity, marital status, disability, veteran status or any other characteristic protected under local, state, or federal law.