BELONG partners
Building Equitable Learning Opportunities and Nurturing Growth

JOB ANNOUNCEMENT

Experiential Facilitator (part-time)

October 2026 announcement for Spring 2027 hire

2 Open Positions

(0.6 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 brain science-based, culturally relevant, trauma-responsive, restorative, and equity-centered to transform the way adults teach, parent, and care for youth.

To learn more, visit 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. For nearly 20 years, we have developed a strong approach 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 restorative discipline.

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

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Primary Responsibilities:

- **Participate in our apprenticeship-style co-facilitation model**, learning the BELONG Partners approach through observation, co-facilitation, and debriefing with experienced facilitators, typically over 6–9 months, before facilitating workshops independently.
- **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 and travel to schools to provide services
- **Coach and facilitate school discipline data teams** using the Team Initiated Problem Solving (TIPS) process to come up with trauma-responsive, equity-centered solutions.
- **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 experiencing barriers to engage in learning and community.
- **Collaborate** with BELONG Partners team members.
- **Provide professional development coaching** to individuals and small educator teams.
- **Facilitate parenting workshops and coaching** for families and caregivers, sharing solution-oriented practices that build social emotional life skills at home and in the community.
- **Take an active role** in creating an environment within assigned schools that supports educators in building equitable learning communities.
- **Learn about the specific communities and school partners** you will serve and bring that context into your facilitation.
- **Contribute to ongoing quality improvement** to enhance BELONG Partners programs, workshops, and process. Participate in all required training, meetings, and classes and implement learnings as requested. BELONG Partners is based on a shared leadership model. The hope is that all employees will contribute their talents and ideas to the larger work of the organization.

Required Qualifications:

- **Available to work 24-32 hours per week** with flexibility to accommodate school schedules including 7:30am-4:30pm and some evening events and occasional out of area/state travel).
- **Passion** for the BELONG Partners vision, purpose, and goals.
- **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.

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- **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. Travel time and mileage are compensated.
- **Pass Washington State criminal background check.**
- **Reside in Seattle/South King County or vicinity.**

Strongly preferred:

- **2+ 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 and workplace platforms,** including Microsoft 365, Zoom, Google Workspace, and Slack.

A successful facilitator:

- Works collaboratively 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.

Additional opportunity! BELONG Partners has a shared leadership model with 2 internal staff co-leading the organization. Interested staff are invited, but not required, to apply for the Shared Leadership Team (SLT). SLT members work 50% on leadership and the other 50% on their regular roles. We hope to bring in facilitator candidates who may be interested in joining at some point.

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Compensation. $40.36/hour (approx. $51,800/year for .6 FTE/$86,000 for 1 FTE) to start with planned anniversary increases. Benefits include: $700/month employer contribution toward group health insurance plan coverage or $700 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 five questions below, and three professional references with contact information in one PDF to hr@belongpartners.org with "Facilitator Application" in the subject line. **Priority consideration will be given to resumes received on or before January 5, 2027. Open until filled.**

Application Questions: *Limit responses to 200 words per question.*

1. What is most exciting about the possibility of being a facilitator with BELONG Partners?
2. What is a core factor that lends meaning and distinctiveness to your work as a facilitator?
3. Describe a team you've worked on that was meaningful to you. What was your unique contribution to the team that helped make it a positive/energizing group experience for everyone involved?
4. This position is a 0.6 FTE position (average 24 hours per week) and requires flexibility to accommodate school schedules, especially at times when schools do professional development. If hired, would you be able to work during school hours (weekdays 7:30 am-4:30pm) as well as some evening events and occasional out of area/state travel?
5. If the position expanded to 1.0 FTE (full time), would that be of interest to you or do you only want a part-time position long term?

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Tentative Search Timeline

October 19, 2026	Job posted
January 5, 2027	Deadline for full consideration of applications (open until filled)
January 2027	Screening interviews by Zoom
February 2027	In person facilitation demonstration Panel conversations with selected candidates
February 2027	Offers to candidates
March 2027	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.