



Be The Change
432.685.0445
www.btcpb.org

Full-Time Youth Experiential Trainers

Location: Midland, TX

Reports to: Executive Director

Duration: Rolling, full time position with benefits and opportunities for professional growth

General Description: Be The Change is hiring facilitators for our growing youth programs. The primary focus of this position is the delivery of direct services to Youth Program clients.

From September to May, facilitators will be partnered with junior high or high school campuses of the community to facilitate in-depth programs that build social and emotional skills through purposeful play, teambuilding, and adventures in the classroom. Facilitators will also act as coaches within the youth programs facilitating group management, intentional activities, and using reflection to build learning connections.

From May to October, facilitators will deliver quality programs locally and potentially nationally to clients and community partners.

Positions are available for both experienced candidates and those new to adventure-based learning. We are looking for individuals who have strong facilitation backgrounds, can deliver single and multi-day programs for participants from junior high to high school, are comfortable and experienced in working with diverse groups, and are looking to work in a fun, rewarding, and fast-paced environment.

Responsibilities Include:

Program Delivery (70% of time)

- Deliver adventure-based programs for youth groups
- facilitate adventure activities and curriculum to build social and emotional skills through games and initiatives, with students grades 6th-12th.
- Co-facilitate youth programs in full partnership with a campus staff.
- Actively uphold Be the Change principles
- Act as organization representative and ambassador for compassion and love in schools and all interactions.
- Veteran Facilitators with more experience and certification will:
 - Prepare for programs via needs assessments and communications with the client
 - Oversee the delivery of programming with an eye on safety, quality, and client needs.
 - Infuse participant experiences with social and emotional learning
- Will involve local travel to campuses of the community

Professional Development (20% of time)

- Stay current and skilled in Be The Change program curriculums and delivery.
- Commit to continuous improvement of facilitation skills and knowledge.
- Attend and participate in company-provided meetings, trainings, and retreats.

Completion of Paperwork (10% of time)

- Complete office and administrative tasks, including all pre- and post-program follow up



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Experience:

- Facilitation, teaching, or youth work experience
- Experience with group processing/reflection, group management, and diverse populations.
- Comfort or experience with work in outdoor settings is essential
- Experience leading adventure programming, preferred but not required
- Veteran Facilitators will need:
 - Ability to put together a day-long sequence of activities related to group goals/needs and incorporating experiential learning methodology
 - Communication, project management, and leadership skills
- Experience with Be The Change's Foundational Concepts (Challenge by Choice, Experiential Learning Cycle, and Full Value Commitment) a plus.

Benefits:

- Competitive benefits package including health insurance, vacation time, sick time, holidays, flexible work schedule, expense reimbursement and work from home day allotment option
- Diverse, creative, and dynamic work environment
- Orientation to Be The Change Training Models and ongoing training and professional development.

Compensation:

\$40,000-\$50,000 commensurate with experience

Be The Change is an equal opportunity employer.

To Apply:

Send letter of interest, resume, and other relevant qualifications to info@btcpb.org with the title "Youth Program Experiential Trainer" No phone calls please.

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A Non-Profit Organization.