



Full-time Spring Cohort Director Job Description

Spring Initiative Mission Statement

Spring Initiative empowers young people in the Mississippi Delta to beat the odds, access the opportunities they deserve, and build successful, happy, and hopeful lives for themselves.

Program Description

Spring Initiative is a youth development nonprofit that operates long-term, holistic programs for children and families facing adverse academic, social, or economic circumstances. Our after-school and all-year cohorts provide academic, relational, and social service support to address each student's needs in a community that fosters belonging, achievement, healing, and health. Spring creates opportunities for its students to identify positive, possible, future selves by building academic and personal skills, confidence, and excitement. Spring encourages students to engage with others and themselves in a kind and proactive way. By exposing students to new places, individuals, and ideas, as well as inspiring them to invest in their own community, Spring kids feel empowered to dream big. Spring students overcome obstacles in a supportive cohort environment as they develop ambitious goals and an exciting vision for their lives. The original Springsters, who were 6th-8th graders in 2011, are now in our College & Career Spring program or in the Spring Alumni Family. Since 2014, we have added Mini Spring (3rd-4th grade), Little Spring (5th-6th grade), Junior Spring (7th-8th grade), Big Spring (9th-10th grade), and Spring 2.0 (11th-12th grade). Our next cohort to add will be Tiny Spring (1st-2nd grade).

Salary and Benefits

Base salary of \$39,500, health care (option to include dental plan), IRA plan option

Daily Hours

9am-12pm, 2pm-7pm (on most days, some flexibility is required)

Job Requirements

- Passion for children and youth, education, and social justice work
- Willingness to work closely with your partner, problem-solve, and provide and receive direct feedback
- Desire to work in and with the community to problem-solve together
- Experience in working with children, parents, and families
- High level of people, communication, and teamwork skills
- High level of self-motivation, time management, and organizational skills
- Integrity, accountability, and willingness to go the extra mile

Job Responsibilities

- Co-lead daily Spring program (16 students), including 8 weeks in the summer and some weekends, regular hours are 9am-12pm, and 2-7pm, but flexibility is required (some early mornings/late evenings)
- Manage the whole cohort process (preparation, execution, documentation, evaluation, strategy)
- Strategize and problem-solve for individual student and group success
- Communicate/coordinate with students' support network (parents, teachers, therapist, volunteers, etc.)
- Engage with the overall Spring community (students, families, staff, volunteers) beyond own students
- Take on overall Spring projects according to preferences (e.g. lead workshop, plan event, do outreach)
- Be a Spring ambassador to the whole community

Apply

Please email a cover letter and a resume to Anja Thiessen-Easley at anja@spring-initiative.org. If you have questions, please contact Anja via email or phone at 217-979-6807. You can find out more about Spring at www.spring-initiative.org or www.facebook.com/SpringInitiative.