

Challenge Day Leader – Challenge Day (Concord, CA)

### **Organization and Position Overview**

Challenge Day is a 501(c)(3) non-profit providing youth and their communities with experiential programs that demonstrate the possibility of love and connection through the celebration of diversity, truth and full expression.

Challenge Day provides powerful one-day programs to high schools, junior high schools, middle schools, and youth organizations serving youth in the 7<sup>th</sup> through 12<sup>th</sup> grades. Our 6½ hour Challenge Day program is designed for 100 students and 25 or more adults - including teachers, staff and family members, to build connection and empathy.

Our programs successfully address issues seen at most schools - including cliques, gossip, rumors, negative judgments, teasing, harassment, isolation, stereotypes, intolerance, racism, sexism, bullying, violence, homophobia, hopelessness, apathy, and hidden pressures to create an image, achieve, and to live up to the expectations of others. Challenge Day programs are the catalyst for creating positive change in schools and communities; fulfilling our vision that every child lives in a world where they feel safe, loved, and celebrated.

Internationally recognized, the Challenge Day program has been featured in several documentaries and television programs in the U.S and abroad. Most recently Challenge Day was the subject of the 12-episode MTV series "If You Really Knew Me"

[[http://www.mtv.com/shows/if\\_you\\_really\\_knew\\_me/series.jhtml](http://www.mtv.com/shows/if_you_really_knew_me/series.jhtml)] and was featured in USA Network's "Tom Brokaw Presents: Bridging the Divide" [<http://www.charactersunite.com/video/documentary>]

### **Position: Challenge Day Leader**

Supervised By: Leader and Training Department

Works with: Youth-centered organizations (high schools, middle schools, junior high schools, youth clubs, camps, and other clients as contracted.)

Job Purpose: Work in collaboration with Challenge Day team to bring healing, hope, connection, and love to teens and their communities by ensuring high quality program delivery and service to our clients. To be consistently committed to the practice of Challenge Day principles by self-evaluation and action including attention to one's personal issues of social oppression, personal accountability and healthy emotional expression.

## **Requirements:**

1. Demonstrated ability to work and connect with young people and teen issues.
2. Experience leading large groups of people (e.g. acting, performance, professional trainings, educating, presentations, etc).
3. Demonstrated experience in leadership roles.
4. Excellent communication and facilitation skills; articulate, engaging and compelling.
5. Ability to learn and deliver program script; as well as inclusion of personal examples and stories as they relate.
6. Demonstrated ability to work in a high paced professional environment.
7. Capacity for positively inspiring and motivating youth and adults.
8. Demonstrated ability in effectively reaching diverse groups of people with varied learning styles.
9. Self-motivated, organized, accountable, holding attention to detail.
10. Ideally will have education/training or equivalent experience in a related field.
11. Participated in some type of personal growth work OR counseling (individual or groups) OR 12-Step work OR other processes that may include understanding of intentional personal improvement
12. Understanding of social oppression issues. Previous personal or professional work in this area preferred.
13. Committed to living a life of integrity, professionalism; and to modeling compassion, patience and kindness.
14. Open-minded and accepting of all forms of diversity including race, sexual orientation, gender identity, class, age, religion, spiritual beliefs, and lifestyles.
15. Willingness and ability to travel out-of-state (and possibly other countries), an average of 3 weeks per month.
16. Good physical health, permitting a consistently rigorous schedule of travel and program-leading.
17. Ability to lift program related equipment (up to 50 pounds) is required.
18. Bilingual or multilingual is a plus – but not required.
19. Valid driver's license issued in the United States.
20. Ability and willingness to drive own car and company provided rental cars as needed to meet job responsibilities.
21. Valid passport (or willingness to attain one).
22. Willingness to submit to standard tests required for working with youth:
  - annual TB testing
  - fingerprinting for FBI and Department Of Justice background checks  
*(note: Criminal convictions or arrests will not automatically disqualify an applicant. We will consider: the nature of the crime, its seriousness, the substantial relation to the position's functions and qualifications, the number of occurrences, the applicant's age at the time of the crime, the time elapsed since the crime, the applicant's entire work and educational history, employment references and recommendations, and the business necessity of any exclusion when required by law.)*

## **Primary Responsibilities:**

### **Program Delivery (75% of time)**

- Co-facilitate the Challenge Day program in full partnership with a co-leader (typically a person of a different gender than you)
- Actively uphold Challenge Day principles.
- Travel with all necessary program equipment and materials, to sites throughout the United States and/or Canada, possibly overseas.
- Act as organization representative and ambassador for compassion and love in schools and all interactions.

### **Professional Development (15% of time)**

- Stay current and skilled in Challenge Day program scripts and delivery.
- Commit to continuous improvement of facilitation skills and knowledge.
- Attend and participate in company-provided meetings, trainings, and retreats.

### **Completion of Paper Work (10% of time)**

- Work-related correspondences (email messages, phone calls, etc).
- Required reports on conducted Challenge Day programs.
- Submit expense reports within required time.

ENVIRONMENTAL CONDITIONS: Air and automobile travel; work in large open rooms.

PHYSICAL CONDITIONS: Duties require maintaining a physical condition necessary for work in enclosed spaces, often school gymnasiums; sitting for long periods of time when traveling (including airplanes and automobiles); standing for prolonged periods of time, speaking to large group for multiple hours – using handheld microphone; and lifting up to 50 pounds.

## **Compensation & Benefits:**

- Daily rate per each Challenge Day program-day lead.  
*Note: Challenge Day programs run concurrently with the traditional school year calendar (September – May); limiting availability of work to those 9 months.*
- Travel stipend: provided per day traveled as related to program delivery.
- Food stipend: provided for all program days and travel days.
- Health benefits, life insurance, short-term and long-term disability insurance, 401(k) -- after 90 days.

All Challenge Day Leaders must live in California's San Francisco Bay Area (or be willing to relocate - at your own expense - before beginning work.

Must audition for position. Auditions are by invitation and take place at the Challenge Day offices in Concord, California (any needed travel and/or accommodations for auditions are at your own expense).

Upon review of application materials, applicants will be invited to participate in a phone interview and then invited to auditions.

**TO APPLY:**

Download Leader Application: <http://www.challengeday.org/be-a-leader.php>

Submit Resume and completed application to [office@challengeday.org](mailto:office@challengeday.org)

CHALLENGE DAY is an equal opportunity employer.