



4Rs Youth Movement is Hiring!

Could you be our new Systems Educator?

Apply by August 5th, 2018 12 PM EST for an opportunity to join the team!

Desired start date: September 1st, 2018 through to March 31st, 2020

Location: Flexible within Canada

The opportunity . . .

4Rs is looking for a Systems Educator to join our team to facilitate learning, and identify possibilities for capacity building and interventions at multiple levels in the youth service delivery sector. Through this role we hope to increase cultural competency and promote organizational and systemic culture shifts within 4Rs' partner organizations. This role will involve joining a team to challenge systems of power and oppression that have become institutionalized in youth service delivery by engaging in a process of dialogue and learning grounded in the 4Rs Framework for cross-cultural dialogue. We hope that through education, relationship building and intervention, over time this role will contribute to a healthier ecosystem through which Indigenous young people and their allies can do community, reconciliation and decolonization work.

This posting for Systems Educator, is an invitation to join a community of young people working to engage in self-awareness and reflection, and reimagine the process of reconciliation through the lens of authentic relationship building, critical dialogue and collaborative leadership that centres the needs of Indigenous people. It will require you to be gentle, and patient with yourself, to learn with others, to lead together, to challenge and be challenged, to stumble and get back up. With your help we can create spaces where young people can tend to spirit, build inclusion, take time for ceremony, reflection and self-care, and remind each other to laugh, play, sing and dance all while contributing to decolonization in Canada.

A bit of background . . .

The 4Rs Youth Movement has evolved over the past 4 years as an Indigenous youth-led, settler supported, national collaborative, seeking to change the country by changing relationships between Indigenous and non-Indigenous young people. In a national context, we are living in an environment where there have been and continue to be toxic relationships between Indigenous and non-Indigenous people, even as there is a new consciousness coming in about changing this.

Our hope is to grow our collective capacity and strategically weave together networks of awesome people, organizations and movements contributing to a healthier ecosystem for young people engaging in decolonization & reconciliation work. It feels important to push back against "reconciliation" as a buzzword, knowing the purpose and intent of our actions will live on beyond a political or program mandate. Reconciliation is still so new to Canadians, and engaging in meaningful cross-cultural dialogue, while often beautiful and transformational, is also painful, difficult and messy. So it is not only what we do but also how we do it that will

create the most change. This means at times, challenging the ways of working, and the systems of power that reinforce an unacceptable status quo for Indigenous people.

What is the role of the Systems Educator?

4Rs sees this as an opportunity to do some deep dive work into a collaborative process that will support learning and unlearning throughout the ecosystem that 4Rs is currently working in - the youth service sector. The Systems Educator will report to the 4Rs Executive Director, and will work closely with all members of the 4Rs team including the core staff, youth facilitators, storytellers, researchers and our Steering Committee. The role of the Systems Educator will be to:

1. Programming and Logistics

- Conduct needs assessments with 4Rs' target partners (approx 10), evaluate group dynamics, engage and facilitate with stakeholders to design short, medium and long term interventions (as capacity allows) for the partners individually and as a whole;
- Develop and deliver an education plan for the next year and a half specifically for the 4Rs' targeted partners, helping to integrate a reconciliation/decolonization/anti-racism lens and facilitate knowledge sharing throughout the network.
- Work with the 4Rs team to develop and facilitate custom trainings for 4Rs' partners (approx. 10 partners) in support of capacity building for Indigenous youth inclusion and reconciliation. This will include one multi-day session specifically for senior level management/staff, as well as one for frontline staff and a diversity of young people enrolled in their programming.
- Be available to review and provide feedback to 4Rs' target partners on program components including (but not limited to) design, process and approach, curriculum, recruitment/communications and program implementation plans.
- Work with the 4Rs staff team to identify strategic interventions throughout the course of the employment contract.
- Build relationships based on the values of 4Rs (respect, reciprocity, reconciliation, relevance) with all stakeholders, and curates a network of relations for future collaboration and opportunities.
- Arrange for all of the logistical elements associated with hosting training sessions including travel, venue, catering, materials etc.
- Work with the 4Rs Evaluation Coordinator to evaluate and track activities and interventions, and integrates relevant information to the 4Rs network as part of a generative learning process.

2. Outreach and Communications

- Maintain up-to-date contact database and mailing lists, and uses these and other tools to deepen the relationships and connections across geography, and access to events and opportunities for young people in the movement.

- Contribute to the broader dissemination of learning through development of blog, presentations, workshops, social media and other communications content.

3. Finance, Administration, and Reporting

- Evaluate all elements of program delivery according to the needs of our contribution agreements and prepares financial and programmatic reports for funding partners.
- Identify the need for internal policies to support the work of the movement relevant to the Systems Educator role and activities, and works with the Executive Director to develop them.

4. Teamwork Makes the Dream Work and Other Responsibilities

- Help build a culture within the staff team that promotes respect, reciprocity, relevance and reconciliation.
- Participate in 4Rs Steering Committee meetings by request from the Executive Director.
- Undertake research as necessary to support learning and capacity building for the 4Rs team.
- Provide other logistical, engagement, communications, and administrative support to the 4Rs team, as needed.
- Engage in activities out of the scope of your program work that serve the overall mission of 4Rs.

Who are we looking for?

We believe that lived experience and professional development are just as important to weigh in terms of finding the right person for this position. An optimal person for this role is someone with 3-5 years of experience in advancing racial equity and social justice in an organization or in communities or a combination of community experience and a postsecondary degree (or equivalent) in Indigenous Studies, Community Development, Systems Change, Design Thinking or a complementary field.

With that in mind, we are looking for someone who . . .

- Has lived experience, or as an ally, a strong understanding of First Nation, Métis, and Inuit peoples, communities and culture.
- Has experience working within a decolonized, anti-racism and/or anti oppression framework.
- Is a skilled facilitator, drawing from complementary and innovative methodologies.
- Understands cultural, intersectional and political dynamics and how systems work, have broken down or don't exist in the context of this work, and has the ability to educate others on these dynamics.
- Can think in new ways and try new approaches to make change happen, implementing programs while synthesizing what they're learning and make changes as they go.
- Can quickly establish trust and relationships with community and professional stakeholders.

- Is comfortable addressing sensitive topics with humility and grace, knowing when to be a cheerleader and when to be an instigator.
- Has demonstrated talent for forming and leading partnerships between diverse stakeholders working toward a common goal.
- Has great communication skills - writing, public speaking and public presentation skills.
- Has the ability to effectively use skills of persuasion, influence and facilitation to assist groups in shifting perspective and culture.
- Has a project management style that fosters shared leadership, strong team participation and productivity, emphasizing the values of respect and mutual accountability.
- Can work effectively with people at the community level, in civil society and with elected policy makers, knowing how to motivate a diversity of people to work together toward change.
- Is passionate about building meaningful, authentic relationships as a foundation for making social change;
- Is skilled at integrating values and meaningful transformation into the design of interventions and programming;
- Is reliable, detail-oriented, and organized but also demonstrates flexibility and a high tolerance for ambiguity, uncertainty and emergence in your work environment.
- Is able to work effectively under tight deadlines, juggling multiple priorities and deliverables simultaneously while applying good time management;
- Is comfortable working in dynamic environments with fluctuating and flexible work hours.
- Can work independently without daily support and not a lot of structure but also collaboratively with a team situated remotely across turtle island.
- Is able to exercise good judgement in determining when to consult the ED and when to take initiative.

We would be really impressed if you have....

- Been to an Art of Hosting training, and have experience practicing AoH methodology;
- Training in group process intervention and systems change, process design and/or social innovation;
- A second language!
- Experience in planning, writing, editing, and production of newsletters, website content, social media posts, funding reports etc, using Adobe Design Suite (InDesign, Photoshop, Illustrator) and Wordpress.

Interested in Joining the Movement?

This position offers competitive compensation, great opportunities for learning, travel and a chance to do something meaningful. The location for this position is flexible within Canada. We are an equity opportunity employer that encourages Indigenous people, members of the LGBTQ2S+ community, racialized folks, newcomers, people of all genders and abilities, and members of other under-represented communities to apply.

How to Apply . . .

Applications close Sunday August 5th, 2018, 12 AM EST and should be submitted by email to jessica@4rsyouth.ca with a cc to shazlin.ar@gmail.com, along with the following information:

- Subject line: Application – Systems Educator [Your Name]
- A letter/poem/story/video to the 4Rs Hiring Committee that helps us to understand why you are interested in joining our team. Please include a reflection on a moment of learning or transformation you have experienced and how it might help you to navigate the opportunities and challenges with this role
- Your resume!
- Three (3) references including contact information

We appreciate all applications, but only those shortlisted will be contacted.

For more information visit www.4rsyouth.ca