



## Position Available: Co-Director *Youth Energy Squad Program*

**Overview:** EcoWorks is a Detroit non-profit that has worked at the intersection of social justice and sustainability since 1981. We seek a well-rounded leader with a passion for youth development and sustainability to help lead our Youth Energy Squad program (YES). The Youth Energy Squad, a program of EcoWorks, is a model green schools program that has grown from serving one school in 2010 to over 65 schools in the coming 2019-20 school year. We need someone who is driven to take ownership for all elements of the program, from budgeting and grant reporting to staff development and building collaborative relationships with dozens of schools and partners. The right leader will ensure excellence in our day-to-day work while continuing to move us toward our ambitious long-term vision of growing the next generation of green leaders in Detroit, Southeast Michigan, and beyond.

**About Us:** EcoWorks is a Detroit nonprofit with a 38-year track record of providing services at the intersection of community development, sustainability, and social justice. Our mission is to create opportunities to learn and practice the sustainable use of energy and natural resources through innovative education, job training, consulting, social business and advocacy through three complementary programs: The Youth Energy Squad (YES), Residential Education, and Strategic Community Initiatives.

While EcoWorks' roots are firmly planted in energy conservation, we have grown to emphasize all aspects of sustainability in housing, commercial buildings, neighborhoods, schools, and municipalities. EcoWorks develops solutions that are collaborative, just, innovative, and build the capacity of others to champion sustainability. We have partnered with more than 60 schools, 50 municipalities, 55,000 households, and hundreds of community organizations. These efforts have generated more than \$30 million in energy savings, secured over \$5 million for local governments to invest in sustainability projects, and placed more than 250 trainees in green jobs. We play leading roles in coalitions from multi-family energy efficiency and water affordability, played a leading role in the development of Detroit's first sustainability plan, and are co-founders of Eco-D and the Southeast Michigan Regional Energy Office. Learn more about us at: [www.ecoworksdetroit.org](http://www.ecoworksdetroit.org)

Education  
Services  
Training + Jobs  
Reclaim Detroit

building energy solutions

313.894.1030  
[ecoworksdetroit.org](http://ecoworksdetroit.org)

4835 Michigan Avenue  
Detroit, MI 48210

**Youth Energy Squad:** As a program of EcoWorks, we empower youth to make their communities more sustainable and become leaders in Michigan's green economy. From 2012-2019, the YES team facilitated the participation of 60+ Detroit Public Schools in the DPSCD Go Green Challenge - completing over 2500 projects and saving their schools over \$2 million in electricity and gas costs. Students play a critical role in this work by forming green teams at their schools and leading sustainable projects both inside and outside the classroom. Their leadership is at the forefront as students work together to understand environmental issues in their community and to develop hands-on projects that address the issues at hand. YES students regularly present their work at conferences and have even met with President Obama to advocate for youth green jobs and won the prestigious Governor's Service Award. Learn more at [www.youthenergysquad.org](http://www.youthenergysquad.org).



**Position Detail:** As Co-Director, you would be responsible for the overall success of the program. Reporting directly to the Executive Director, the Co-Director will:

- Provide authentic leadership to our team of 16 year-round AmeriCorps Green School Coordinators, 50 summer AmeriCorps Crew Members, a fellow Co-Director, and a STEM and Career Development Manager
- Work effectively and build relationships with our diverse stakeholders – funders, school district officials, utilities, municipalities, education coalitions, students, teachers, and community and business partners
- Create a comprehensive strategy that integrates several program elements, including school green team facilitation, a summer jobs program, new STEM and climate resiliency-based programs, a new year-round leadership program, extracurricular programming, parent engagement, and more
- Ensure compliance with government funding, submit requests and reports for grants and contracts, develop and monitor budgets, and provide accounting reports
- Champion the Youth Energy Squad program and communicate our work to diverse audiences
- Evaluate, revise, and add to our program design for working in schools and surrounding communities
- Build institutional program knowledge that can be shared and replicated
- Work with Program Staff and the Executive Director to develop and pursue a strategy for thoughtful expansion while maintaining quality in existing programming
- Support fundraising and development of grant proposals
- Contribute to the EcoWorks leadership team to promote cross-program collaboration and organizational development

**Desired Qualifications:**

- Commitment and passion for EcoWorks' mission, values, and work
- Working knowledge of sustainability, education, and leadership development
- Familiarity with major partners such as AmeriCorps, Detroit Public Schools, and other local and regional partners
- Strong organizational and project management skills to plan, manage, and bottom-line multiple complex, demanding projects simultaneously
- Prior experience demonstrating organizational, management and leadership abilities with 3-5 years experience preferred in project and relationship management preferred
- Foundational belief in the capacity of young people to make real change
- Experience practicing our organizational values of integrity, collaboration, excellence, vision, sustainability, and justice.
- Ability to create a positive, productive, inclusive team atmosphere
- Experience managing conflicts, both interpersonal and with other organizations
- Problem-solving ability in the face of frequent barriers and adversity
- Highly organized and flexible in a dynamic environment



- Competency with systems including financial reporting, Microsoft, google apps etc.

**Benefits:** This is a full-time, salaried position with benefits. Base salary range is \$42,000 - \$50,000, depending on experience and qualifications.

**How to Apply:** The application period is rolling and we aim to hire the Program Co-Director by August 1, or earlier. We seek and welcome a diverse pool of applicants. To apply for this position, please send a cover letter, resume and writing sample to Bryan Lewis, [bryan@youthenergysquad.org](mailto:bryan@youthenergysquad.org) with the subject line "YES PROGRAM DIRECTOR APPLICATION". We would prefer writing samples that are brief (1-3 pages) and focus on a project proposal, project description, or a persuasive article.

**Equal Opportunity Employment Policy:** EcoWorks has a long-standing record of nondiscrimination because of race, color, religion, creed, national origin, ancestry, disability, weight, gender, sexual orientation or age. All EcoWorks policies, practices and procedures relating to training, development and promotion are administered equally and in accordance with all applicable laws. All employees, interns and volunteers are responsible for complying with these policies, procedures and laws. It is also EcoWorks' policy to give full and fair consideration to applications from disabled persons and to provide appropriate training, development and promotion prospects to persons with disabilities. EcoWorks will regularly monitor these procedures to ensure continued compliance with the Equal Employment Opportunity guidelines.

