



PROGRAM LEADER JOB DESCRIPTION

Program Leaders play a key role in supporting and carrying out UUCSJ's mission to inspire and sustain spiritually grounded action on issues of local, national and international importance. In return, Program Leaders have the opportunity to travel to a variety of U.S. and overseas locations, work with grassroots partners doing meaningful justice work, further participants' capacity to live out our values in their lives, and contribute to transformative justice initiatives.

Program Leaders may be asked to play various roles, including: leading our immersion journeys, both adult and youth programs, domestically and abroad; leading and helping design justice training programs for youth and/or adults; supporting the development of curricular materials and facilitation practices; leading volunteer programs; and acting as a mentor for summer interns.

We hire individuals with a background and passion for justice work, a deep understanding of global inequality and systems of oppression, and a drive to share their knowledge with others while helping them cross boundaries. Program Leaders are committed to UU principles and believe in the importance of connecting personal spirituality with work for justice.

If chosen to be a Program Leader, you will receive training in:

- Guiding social justice education in an immersion learning environment
- Facilitation skills to help lead discussions on power, oppression, solidarity, boundary-crossing, etc.
- Managing group dynamics
- Trip logistics
- Emergency procedures

All program leaders come together once a year for a shared training and fellowship building. After the training, you will be qualified to staff one of our programs. Programs are staffed based on program leader availability, interest, and qualifications specific to the program's needs. While leading any given trip or program, all travel and local expenses are paid and a modest stipend is provided.

Program Leaders may have the opportunity to lead the following programs:

- Immigration Justice on the US-Mexico Border (Tucson, Arizona/Mexico)
- RAICES Volunteer Program with Central American Refugees (San Antonio, Texas)
- Fair Trade & Climate Justice in Central America (Nicaragua) (*currently on hold*)
- Activate! Youth Justice Training Program (varying locations and thematic focus)
- GROW Justice Training for Young Adults (varying locations and thematic focus)

- Providing remote support to young adults engaged in Summer Internships with social justice organizations

*Other programs are in development

[Please click here to read more about current programs.](#)

Program Leader Job Requirements:

- Demonstrate strong leadership capacity, including active listening, group facilitation skills, and personal grounding/centeredness.
- Able to lead at least one (1) week-long program per year and perform all required pre-program preparation and post-program follow-up.
- Be willing to work with youth (high school age), whether through leading a youth service-learning program or helping design and lead training programs for youth.
- Assist UUCSJ with strategic outreach in a variety of possible roles.
- Attend an annual three-day retreat and training for program leaders. Note: attendance of this training is mandatory for all new Program Leaders; subsequent retreats may be missed only once, in order to maintain status as a Program Leader.
- Qualify for and maintain First Aid/CPR certification (cost reimbursed by UUCSJ). Must pass CORI background check. (Wilderness First Aid is required for international programs.)
- Be capable of working long days in sometimes stressful situations, with limited downtime or outside guidance.
- Must have health insurance for the duration of the program you are leading. UUCSJ will cover costs for emergency evacuation only.
- The nature of our programs (especially overseas) often means that leaders must be able to walk on uneven surfaces, climb stairs, tolerate high heat and exposure to the elements, and carry up to 30 lbs. for short distances. Other programs (primarily domestic programs) may have lower physical ability requirements and we welcome applications from those who don't meet the above standard.
- For appropriate programming, Program Leaders must be able to communicate in spoken and written English and Spanish.
- Must be a U.S. citizen or have resident status.

A successful candidate:

- Understands social justice issues in a domestic and/or international context.
- Understands and can lead discussions on: race, class and gender oppression and privilege; capitalism and globalization; impacts of colonialism and neo-colonialism.
- Is able to speak about justice issues from a personal frame of reference.
- Has experience running or facilitating groups.
- Can think on their feet, make good decisions under pressure, and be decisive.
- Can make unpopular decisions for the good of the group.
- Has an upbeat personality and a sense of humor.
- Is physically capable of working long days with limited downtime i.e. walking long distances, physical labor, etc.
- Remains calm under pressure.

- Has experience teaching in an experiential education, small group ministry, or small group facilitation structure.
- Speaks Spanish (for appropriate programming.)
- Is a member of the UU community or closely aligned with UU values and is willing to foster participants' spiritual growth.
- Has experience working with people of all age groups.
- Has experience working with cross-cultural or cross-class groups or coalitions.

UUCSJ encourages people of color, LGBTQ and gender non-conforming individuals, young adults, and people who come from poor and working class backgrounds to apply.

Contact Us:

For more information or if you have any questions, please e-mail info@uucsj.org or call (617) 301 - 4305. For more information on UUCSJ and our programs, please review our website at <http://www.uucsj.org>.