



Who We Are

Inside Out Youth Services is a non-profit organization that serves LGBTQ+ youth by providing a safe and accepting space to be with peers; bringing youth together through social activities, support groups, skill building programs, leadership and professional skills development; and connecting youth who are in crisis with appropriate agencies. We have on-site food pantry and clothing to support our young folx needs.

In the larger community, we (often with youth) educate all kinds of groups about the issues that LGBTQ+ youth face, such as anti-bullying, homelessness, suicide, and anti-oppression. We provide training to teachers and counselors on how to make and keep students safe. For parents who are struggling to deal with and accept their LGBTQ+ children, we have parent support groups.

Our History

Located in Colorado Springs, IOYS started in 1990 as a program of the El Paso County Department of Health and Environment. We became a private organization under The Community Council for Adolescent Development. We changed our name to Inside Out Youth Services (IOYS) in 2002.

The organization typically serves more than 600 young people annually.

Position Open: Manager of Youth Programs

Job Description

Reporting to the Executive Director, the Manager of Youth Programs builds relationships with youth and creates a safe space. The Program Manager leads the development, delivery, and assessment of LGBTQ+ youth support group curriculum, youth life skills development, youth leadership program, and any special youth programs such as Queer Prom. This position coordinates and refers youth in crisis or in need to agencies dealing with homelessness and mental health support. This position also works with the Volunteer Engagement team to support adult facilitators and provides outreach and education throughout El Paso County.

We are looking for someone with the following qualifications:

- Knowledge of LGBTQ+ youth issues; high sense of responsibility and commitment to the mission of IOYS;
- Demonstrated ability to set and support healthy boundaries in a youth community;
- Preferred experience in restorative practices;
- A BA or MA in social work, counseling, education, or a related field OR relevant experience;
- 2 years+ experience with youth curriculum development and facilitation of youth groups and activities;
- Excellent verbal and written communication skills, including strong organizational, detail, and interpersonal skills;
- Ability to work as a member of a team, but also be a self-starter; able to work under pressure and complete multiple tasks simultaneously;

- Experience with public speaking and the ability to hold space for hard conversations; and
- Commitment and experiences in anti-racism, anti-oppression, and liberation activism.

Job Responsibilities

Lead Youth Programs

- Build relationships with youth, model strong boundaries, and create and maintain a safe space based on space rules;
- Develop and deliver programs for support groups including Safe Dates a teen dating violence prevention program, comprehensive sex education, and Qmmunity Resilience to build the emotional resilience of LGBTQ+ youth and to prevent suicide, and build self-advocacy skills, anti-racism and anti-oppression skills and knowledge;
- Supervise youth during drop-in and programming hours;
- Establish annual program outcomes with director;
- Provide on-going evaluation, assessment, and reporting of youth programs on a monthly basis and through meeting all grant reporting requirements including monthly and annual reports;
- Maintain youth records: orientation interviews, attendance, incident reports; and daily case management data entry;
- Implement state funded programs and comply with contract requirements;
- Oversee the coordination of all youth social events, including the Queer Prom; special dances; and the annual Pride Parade and event;
- Serve as the staff administrative and programming support for the Events Committee;
- Serve as lead facilitator for the Youth Advisory Board, develop opportunities for youth leaders to present and gain skills; coordinate the payment of youth leader participants through gift cards and incentives;
- Coordinate activities, socials, and guest speakers;
- Create program content for website, newsletters, and social media sites;
- Supervise peer program assistants (paid youth staff members); be willing to have coaching conversations and support their success and meeting the agency's needs; and
- Employ restorative practices to resolve conflict in the space among youth.

Help Youth Build Skills

- Organize and develop emotional/social/advocacy skills workshops;
- Refer youth in crisis or in need to the appropriate community agencies; and
- Develop new programs based on identified youth needs.

Education and Community Outreach

- Serve as liaison for IOYS on local youth coalitions and with LGBTQ+ supportive agencies including Safe@Schools Coalition, Child Fatality Review; Suicide Prevention Workgroup;
- Identify local coalitions to bring LGBTQ+ voice and participate in those efforts;
- Train and coordinate volunteer participation in staffing at tabling events throughout the community;
- Prepare and present information at conferences, agencies serving youth, schools; and
- Work with Safe@Schools Coalition Coordinator and Outreach Educator to support outreach education efforts and partnership opportunities.
- Support in facilitating Trusted Adult Trainings to build relationships between adults and LGBTQ+ youth.

Volunteer Leadership

- Coordinate with Volunteer Engagement team to onboard, train, and support volunteers;
- Supervise volunteers during drop-in and programming hours, and address issues that may come up in terms of volunteer compliance with policies;
- Orient new volunteers and support their success including coaching and supervision;
- Oversee the outreach, training, and management of interns who interact with Inside Out Youth Services, in coordination with Volunteer Engagement team; and
- Supervise administrative interns as necessary.

Compensation

This is a full-time position, with competitive salary, and health benefits, and vacation. Due to the nature of programming and events, regular evenings (3pm-7:30pm) and some weekend hours are required.

To Apply

Send your resume and cover letter detailing how you would fit with our organization and its vital mission to joseph@insideoutys.org. Deadline for priority applications is 5pm MT on June 7, 2019. Selected candidate would require completion of a background check, references, driving record check and further examination of credentials.