



Youth Engagement Director (Part-Time)

Job Description

Background

Founded in 1976 by award-winning director Lou Bellamy, Penumbra is a nationally recognized organization housing Minnesota's only Black professional theatre company. Penumbra has earned tremendous accolades, producing nearly 200 plays, over 30 premieres, and has cultivated generations of artists of color. Through our powerful art, we open hearts, rehearse strategies for change, and dispel dehumanizing narratives of people of color.

Today, Penumbra is evolving into its next life cycle: a performing arts campus and center for racial healing that nurtures Black artists, advances equity, and facilitates wellness for individuals and community. Our space will center the Black experience, learn from and support people of color who are not Black, and welcome white individuals interested in building resiliency and competency for racial equity and racial healing work. The Penumbra Center for Racial Healing will stand in solidarity with and support indigenous communities upon whose land the work is located.

General Overview

Penumbra has been engaging youth through various programs for over three decades. Youth have experienced Penumbra's artistically excellent, thought-provoking, and socially responsible drama through student matinees and talk-backs led by artists. Young people have benefitted from Penumbra's racial equity work through in-school residency programs. Teens have spent life changing summers learning art for social change during our six-week Summer Institute. We create opportunities for young people to build community, explore their creative talents, hone their skills, strengthen their voice, and discover how they want to use their gifts to fashion a more compassionate and just society. Today Penumbra is expanding our reach by developing programming geared toward children ages 2-22. Over the coming years, Penumbra will invest in the implementation of a holistic educational program focusing on positive racial identity development. Called PRIDE, the program will support diverse children in learning about race and culture at developmentally critical ages.

Penumbra seeks a visionary, institutionally-minded leader who is dedicated to the health and vitality of Black legacy institutions and whose ethos, aesthetic, and body of creative work expresses a clear commitment to racial equity and racial healing. The Youth Engagement Director (YED) is responsible for designing and implementing programs to engage and support young people utilizing the arts, wellness, and equity. In addition to supporting in-school programs and student matinees, the YED will lead the design, launch, and evaluation of the PRIDE program.

The YED must be able and excited to work cross-organizationally with other staff, artists, facilitators, practitioners, youth, and consultants. This is a part-time, exempt, annual salaried position reporting to the President, with the opportunity to transition into a full-time role.

Pedagogy

Programs must be guided by pedagogy that centers Black American and Black diasporic experiences, is antiracist, healing focused, trauma-aware, culturally responsive and relevant, supportive of LGBTQIA+ people and communities, and anti-ableist. Programs may serve clients ranging from youth to adults.

Responsibilities include:

Curate

- Working closely with the President, to develop and implement the PRIDE program, an educational program focusing on positive racial identity development for children ages 2-22.
- With President and Chief Operating Officer, develop annual budgets for the youth engagement department (set income and expense projections) and corresponding program calendars
- Assess and evolve existing programs including in-school residencies and the student matinee program
- Evaluate feasibility and impact of potential programs
- Collaborate with staff to create system-wide initiatives integrating the arts, wellness, and equity
- Create opportunities for professional development, and teacher and facilitator training

Implement

- Recruit, hire, and supervise youth engagement teams
- Design an RFP process to solicit consulting support on the development and implementation of the PRIDE program
- Hire and supervise key program personnel including Youth Engagement Manager
- Lead curriculum development and refinement process; set development goals and timetables, manage deliverables and lead revision on content
- Develop recruitment strategies for students
- Pilot the PRIDE program, support other ongoing youth engagement offerings
- Monitor youth programming for impact, quality control, learnings
- Streamline and standardize learnings
- Oversee departmental budgets

Evaluate

- Establish metrics for impact and success

- Establish tools/modes of measurement
- Run evaluative processes and postmortem
- Identify positive outcomes and areas for improvement
- Incorporate learnings into future plans and program refinement
- Synthesize and interpret data
- Create impact reports and case studies for artistic programs
- Share learnings cross-departmentally, integrate knowledge

Engage

- Represent the work by speaking locally and nationally through in person and virtual platforms
- Publish articles and essays that engage in critical inquiry around pedagogy and racial healing
- Support learning through various programs designed to teach, comment, criticize and model
- Serve as a key spokesperson for the organization, engaging various constituents including audiences, donors, funders, partners, press, and more.
- Attend quarterly board meetings and report on educational activity

Vital Attributes

- The YED must be able and willing to...
- Support the cultivation of an inclusive, equitable, and liberatory environment;
- Serve as a skilled and discerning negotiator;
- Recognize how her/their/his identity impacts her/their/his work;
- Commit to leading with humility, compassion, rigor, integrity and discretion;
- Communicate authentically and transparently;
- Collaborate with colleagues and partners; nurture direct reports and proactively support supervisor;
- Be institutionally minded; preserve the legacy and advance the vitality of Penumbra;
- Be adaptive through change and iterative processes of discovery.

The Youth Engagement Director is a part-time, exempt, annual salaried position, with the opportunity to transition into a full-time role. Penumbra is an Equal Opportunity Employer that values a diverse and inclusive environment. All applicants are welcome.

How to Apply

Please send your cover letter, resume, and three professional references. Include “Youth Engagement Director” in subject line and email to sarah.bellamy@penumbrateare.org. Applications will be reviewed immediately, and interviews will be conducted on a rolling basis until the position is filled. No phone calls, please.

Job Details

Salary Range: \$40,000 - \$50,000 | Benefits: Yes | Position Type: Part time | Job Category: Youth Engagement | Background Check Required