

After-School Program Manager, Debate en Español
Boston, Massachusetts**The Organization:**

Boston Debate League (BDL) is a non-profit organization that offers debate and argumentation programs for young people in Greater Boston, with a commitment to serving students of color and other students who have been denied these educational opportunities. We tailor our programs to address the educational inequities they experience, and strive to create inclusive learning communities where all participants are welcome and supported in achieving the transformative, lifelong benefits of debate. BDL has been bringing together an active community of students, teachers, administrators, and volunteers devoted to improving education and the life skills of youth in Boston for over twelve years. BDL's mission is to integrate argumentation and competitive debate into public schools in Boston to develop critical thinkers ready for college, career, and engagement with the world around them. The following organizational values explain who we are and how we go about fulfilling our mission and engaging with our partners and stakeholders: *Power of Young People, Analytic Discourse, Diversity and Inclusion, Racial and Social Equity, and Joy in Learning.*

BDL's focus is to make a significant impact on the schools with whom it partners by implementing two core programs, each with a proven track record of success over the last several years. The After-School Debate League (ASDL) builds debate teams open to all students who have the opportunity to develop their debating skills and compete with students across the city in monthly debate tournaments. Through the Evidence-Based Argumentation (EBA) program, BDL supports all teachers in a school with professional development sessions and observations as they use debate and argumentation to transform the academic atmosphere and expectations in their classrooms. Results have consistently shown the positive impact of debate and argumentation on students and classrooms. *BDL's long-term vision is that all young people in Boston are ENGAGED in critical discourse, INFORMED by evidence, and EMPOWERED to lead.*

More information can be found at www.bostondebate.org.

The Position:

The After-School Program Manager, Debate en Español is a member of the After-School Debate League team. The After-School Program Manager, Debate en Español supports the mission of the BDL by training and supporting debate coaches to help them build and maintain healthy, robust debate teams and in service of strengthening their students' experience in debate. This work includes direct support of teachers/coaches through curriculum development, debate practice planning and visits, and trainings, as well as leading debate tournaments. This role will support all of the partner schools with Debate en Español teams, and serve as the organizational leader of the Debate en Español league.

Key Opportunities:

The After-School Program Manager, Debate en Español reports to the Assistant Director of ASDL. The After-School Program Manager, Debate en Español will be responsible for and engaged in the following opportunities:

Debate en Español Leadership

- Serve as the organizational leader of the Debate en Español league; facilitate the community of coaches, seek input from coaches and debaters to inform programming, innovate to better support

Debate en Español debaters and coaches, and strengthen the Debate en Español community across the league

- Promote an excellent debate experience for students in Debate en Español, ensuring they have equivalent opportunities to English-speaking engaged debaters
- Ensure that high-quality Spanish language resources and evidence are available
- Support schools in integrating their English-speaking and Spanish-speaking teams

BDL Member School Support

- Partner with school leaders and coaches within assigned portfolio to set, work towards, and achieve school-level goals for their debate teams aligned with BDL standards for quality
- Serve as a liaison between headmasters/principals, coaches, students, and BDL, and an advocate to advance debate within those schools
- Provide regular support to coaches in person, by phone and/or email, including sharing debate resources, observing and co-planning practice lessons, strategizing around recruitment and retention, and troubleshooting team-specific issues as they arise
- Track budgets, tournament participation, practice attendance, and progress of each member school within assigned portfolio
- Maintain clear and consistent communication with the coach community, particularly within assigned portfolio of member schools
- Foster a sense of community amongst coaches and engage coaches in informing and improving debate programming

Debate Tournaments and Summer Trainings

- As Tournament Director, oversee the planning and implementation of 6 league-wide weekend debate tournaments and 2-3 smaller-scale weekday debate scrimmages to ensure a positive experience for all constituencies, including students, coaches, volunteers, and parents
- Coordinate regional and national travel opportunities for BDL students as needed, including securing chaperones, booking travel, and serving as chaperone as needed
- Facilitate sessions of summer Coach Camp and Debater Camp

Resource and Program Development

- With ASDL team, co-develop curricula for 1-week Coach Camp, 1-day Crash Course and PD for coaches, and additional student programming
- Synthesize debate evidence packets and create supporting materials each year
- Contribute to additional program offerings as needed, including those focused on developing student leadership, increasing student engagement and improving quality of debate; brainstorm new innovations with ASDL team

Organization-Wide Work

As a member of the BDL organization as a whole, the After-School Program Manager, Debate en Español participates in staff meetings, coordinates work in schools with the Evidence-Based Argumentation team, contributes to organizational strategic planning, and fulfills a “support staff” role at key BDL events during the year. The After-School Program Manager, Debate en Español also partners with the External Affairs team on efforts to engage the community in the work of the organization, including raising funds and bringing in and stewarding volunteers for its programs. Like all BDL staff members, the After-School Program Manager, Debate en Español is expected to engage in conversations related to the organization’s values, which include

Racial and Social Equity and Diversity and Inclusion, and support implementation of programming that ensures that these values are upheld.

The Ideal Candidate:

The After-School Program Manager, Debate en Español is a purpose-driven professional, who follows through reliably, builds relationship and community, and who is inspired by supporting both students and adults in a culture of excellence. The After-School Program Manager, Debate en Español has a passion for upholding the mission, vision, values, and commitment statement of the Boston Debate League. Although no one candidate will likely possess all of these qualities, the ideal candidate will bring the following personal and professional characteristics to the position:

The following skills and experience are *required* for this position:

- Minimum of 3 years of professional work experience
- Experience teaching or facilitating middle or high school students within an urban education setting, either in- or out-of-school time
- Proficiency in spoken and written Spanish, including academic Spanish
- Experience working with Latinx communities
- Proficiency in Microsoft Office applications
- Exceptional interpersonal skills
- Ability to work independently and collaboratively in a changing environment
- Superior written and verbal communication skills
- A high level of organization, ability to prioritize tasks, attention to detail, and follow through
- Cultural competence, including the demonstrated ability to work effectively cross-culturally and to respect the beliefs, language, and cultures of the BDL community including students, coaches, volunteers, donors, and staff

The following skills and experience are *preferred* for this position:

- Experience as a policy debater or debate coach
- Experience leading and/or facilitating groups of adults in professional settings
- Working knowledge of Tabroom

Salary Range: \$60,000-\$75,000 in accordance with applicant's relevant experience. Competitive benefits including health/dental and generous paid time off are provided.

To Apply:

Applications accepted on a rolling basis with interviews likely to begin early June. The estimated start date for this position is July or August. This is a year-round position.

Confidential inquiries, nominations, referrals, and resumes with a detailed cover letter outlining how skills and experience demonstrate an ability to meet the challenges and opportunities of this position, should be forwarded in Word or PDF format to:

Kimberly Bartlett-Ra, Director of Operations
Boston Debate League
566 Columbus Ave.
Boston, Massachusetts 02118
Kbartlett-ra@bostondebate.org

The Boston Debate League is an Equal Opportunity Employer. The BDL values having a diverse staff that reflects the experiences and backgrounds of the students and teachers it serves. For more information about the Boston Debate League, please visit <http://www.bostondebate.org>.

Why BDL?

The Boston Debate League is a great place to work. Our mission is inspiring and of urgent importance. Our community of staff, students, educators, volunteers, and supporters is vibrant, passionate, and engaged. Our core values of *Power of Young People*, *Analytic Discourse*, *Diversity and Inclusion*, *Racial and Social Equity*, and *Joy in Learning* guide the work we do and enrich our staff culture. BDL employees enjoy:

- Working for a mission-driven organization with passionate staff and an inspiring student, coach, teacher, and volunteer community
- Competitive salaries
- Generous benefits, including health (75% employer paid) and dental (50% employer paid) insurance, pre-tax commuter benefit, and ample paid time off, including office closure the week between Christmas and New Years
- A family-friendly and flexible work environment