



Job Title: Ella Baker Trainer
Department/State Office: Haley Farm
Application Opens: June 15, 2025
Application Closes: August 1, 2026
Contractual Period: September 1, 2026 - August 30, 2027
Position Type: Part-Time
Compensation: \$25 per hour
Reports To: Senior Manager of Ella Baker Leadership Bridget Hall
(bhall@childrensdefense.org)

Applications will be reviewed on a rolling basis. Early submissions are encouraged. Applicants interested in the Ella Baker Trainer (EBT) position should submit their application through the Children's Defense Fund [website](#). Begin by visiting the official CDF homepage and navigating to the bottom of the page, where you will find the "Careers" section. From there, select the "Job Opportunities" or "Job Posting" tab to view current openings. Locate the Ella Baker Trainer application and click into the posting to review full details and begin your submission.

Organization Overview

The Children's Defense Fund envisions a nation where marginalized children flourish, leaders prioritize their well-being, and communities wield the power to ensure they thrive. Our mission is to build community so young people grow up with dignity, hope, and joy. Our strategy is rooted in impact, action, and an unshakable pursuit of justice. We serve and advocate for the largest, most diverse generation in America: 74 million children and youth under the age of 18 and 30 million young adults under the age of 25, with particular focus on those living in poverty and communities of color. CDF is the only national, multi-issue advocacy organization working at the intersection of child well-being and racial justice. We amplify youth and community voices by bridging grassroots leadership with policy change and program innovation. Learn more at www.childrensdefense.org.

Position Summary

The Ella Baker Trainer (EBT) Program is a leadership development program of CDF that cultivates a dynamic team of trainers, facilitators, coaches, consultants, and culture builders dedicated to developing the leadership capacity of individuals, teams, organizations, and communities. Grounded in the legacy and leadership philosophy of Ella J. Baker, EBTs embody CDF's core values of justice, equity, compassion, love, and trust while helping others build the skills, confidence, and collective power needed to create meaningful change. Through leadership development, training, coaching, advocacy support, and community engagement,

EBTs strengthen the capacity of people and organizations to lead, learn, collaborate, and take action.

While the EBT Program was originally established to support the Children’s Defense Fund Freedom Schools® program through a sustainable train-the-trainer model, its impact now extends across CDF and beyond. EBTs partner with internal departments, community organizations, educational institutions, nonprofits, advocacy initiatives, and youth-serving programs to design and deliver high-quality learning experiences that strengthen leadership, culture, and organizational effectiveness. Ella Baker Trainers serve as leadership developers who cultivate the talents, skills, and potential of youth, adults, educators, advocates, and community leaders. Through intergenerational servant leadership development rooted in Baker’s philosophy of collective empowerment, they help individuals and groups deepen their leadership practice and increase their capacity to create positive change.

About the Ella Baker Trainer Program

As trainers and facilitators, EBTs design and deliver engaging workshops, institutes, professional development experiences, and learning opportunities that inspire growth and action. Drawing on principles of adult learning, liberatory education, and experiential learning, they create spaces where participants can reflect, connect, and develop new knowledge and skills. As coaches and consultants, EBTs provide technical assistance, strategic guidance, and individualized support to strengthen leadership, facilitation, program implementation, organizational effectiveness, and team performance. They serve as trusted thought partners who help individuals and organizations navigate challenges, identify opportunities, and achieve their goals.

EBTs also play a critical role in cultivating healthy team culture and strong communities. Through team-building experiences, facilitation, and relationship-centered practices, they foster trust, collaboration, belonging, and shared accountability. Their commitment to radical hospitality and community care helps create environments where people can thrive and do their best work. In addition, EBTs support advocacy, civic engagement, and community mobilization efforts by equipping participants with the tools, knowledge, and confidence needed to advocate for children, families, and communities. They help translate leadership into action by strengthening people’s ability to organize, engage, and influence change.

At the heart of the EBT Program is a commitment to developing everyday leaders and building collective capacity. Whether facilitating a national training, coaching a leadership team, supporting a community-based organization, strengthening workplace culture, designing a learning experience, or advancing an advocacy initiative, Ella Baker Trainers help people discover their power, strengthen their practice, and lead with purpose.

Key Responsibilities

- Participate in required monthly professional development trainings, webinars, and virtual meetings to support ongoing development, alignment, and preparation for service across CDF and partner engagements

- Lead and support trainings at national and regional CDF convenings, including the CDF Freedom Schools® trainings, Haley Farm Programs, and the Marian Wright Edelman Child Policy Training Institute, as well as other organizational learning and leadership development spaces
- Train Servant Leader Interns, Site Coordinators, Project Directors, Executive Directors, and cross-program staff on implementation of the Integrated Reading Curriculum and broader CDF Freedom Schools model, as well as leadership development and organizational practices beyond Freedom Schools contexts
- Develop and curate workshops, training curricula, facilitation guides, and learning materials that strengthen leadership capacity, program implementation, team effectiveness, and professional growth across internal and external stakeholders
- Design visual, multimedia, and experiential learning tools that enhance engagement, accessibility, and impact of training experiences
- Participate in virtual and in-person site visits and provide coaching, consultation, and technical assistance to CDF Freedom School sites and partner organizations as requested
- Uphold all organizational policies and expectations including travel, branding, media use, professionalism, and trainer responsibilities across all engagements
- Serve with integrity, humility, and an unwavering belief in the leadership potential of children, youth, adults, and communities

Qualifications

Required

- Minimum two years of experience with the CDF Freedom Schools program
- Must have at least one year of college completed at the bachelor's level and be currently enrolled in or have completed a bachelor's degree program.
- Experience working in educational, youth development, family engagement, or social service settings (this includes CDF Freedom Schools programs)
- Experience working with children, young adults, and families across diverse cultural and economic backgrounds
- Passion for racial equity, literacy, civic engagement, and child well-being

Preferred

- Experience developing curriculum, leading large group trainings, or managing educational programs
- Strong understanding of child development and culturally responsive and relevant pedagogy

Core Competencies

- Outstanding written, verbal, and visual communication skills
- Confident and effective public speaking and facilitation abilities
- Ability to teach, coach, and lead both in-person and virtual learning spaces
- Highly adaptable and responsive to the needs of teams and partner organizations

- Detail-oriented, organized, and proactive with time and responsibilities
- Ability to manage conflict with grace and lead with emotional intelligence
- Demonstrated ability to inspire others and build consensus in diverse groups
- Comfortable using digital tools and platforms for training and communication
- Committed to intergenerational leadership, team collaboration, and cultural humility
- Demonstrated ability to develop engaging, mission-aligned training content and workshop materials that meet the needs of diverse audiences.

Personal Characteristics

- A deep commitment to the ethics and principles of servant leadership
- Strong alignment with the values, mission, and vision of the Children’s Defense Fund
- Willingness to grow, learn, and lead in fast-paced, high-impact environments
- Embodies the spirit and leadership legacy of Ella Josephine Baker through collaboration, courage, leadership development, and community-centered action
- Models maturity, professionalism, creativity, and a joy-filled approach to social change, child advocacy, and learning

If you have any questions, please feel free to reach out to the Senior Manager of Ella Baker Leadership for guidance at bhall@childrensdefense.org.