

Job Title: Ella Baker Trainer
Department/State Office: Freedom Schools
Campaign Start Date: May 25, 2025
Contractual Period: September 2025 through August 2026
Position Type: Part-Time
Compensation: \$25 per hour
Reports To: Senior Manager of Ella Baker Leadership

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

Ella Baker Trainers (EBTs) are dynamic leaders who serve as ambassadors of the Children's Defense Fund Freedom Schools program and champions for justice, education, and community. As a vital extension of the national CDF Freedom Schools team, EBTs lead training experiences for college-aged Servant Leader Interns, site coordinators, and partner organizations across the country.

EBTs are trusted guides, trainers, facilitators, mentors, and content creators who cultivate the next generation of child advocates. They support implementation of the CDF Freedom Schools model with fidelity, deliver impactful workshops and presentations, and help create joyful and structured learning environments for all involved in the program.

Each EBT contributes to the larger mission of CDF by uplifting intergenerational leadership, nurturing relationships with partner sites, and embodying the values of servant leadership inspired by Ella Josephine Baker.

Key Responsibilities

Ella Baker Trainers will serve under the guidance of the Senior Manager of Ella Baker Leadership and are responsible for the following

- Attend all required monthly trainings, webinars, and virtual meetings to prepare for service

- Lead trainings at national and regional CDF Freedom Schools trainings including the Ella Baker Child Policy Training Institute
- Train Servant Leader Interns, site coordinators, Project Directors and Executive Directors on implementing the Integrated Reading Curriculum and other core components of the CDF Freedom Schools program
- Design and facilitate interactive workshops for youth development, literacy, cultural identity, and community engagement
- Create and develop workshops, training materials, and sessions that strengthen leadership skills, programmatic implementation, and professional development of CDF Freedom Schools staff.
- Develop visual training materials and curate multimedia content to enhance learning experiences
- Provide coaching, mentoring, and feedback to training participants
- Collaborate with national staff to revise training modules and content based on feedback, program goals, and cultural relevance
- Participate in virtual site visits and provide technical assistance to local sites as requested
- Model high-quality facilitation, teaching, and leadership practices in training settings
- Ensure the fidelity of the Freedom Schools program through thoughtful planning, presentation, and leadership
- Represent the Children's Defense Fund and the Leave No Child Behind movement with professionalism, care, and a commitment to equity and justice
- Uphold all program policies including travel, dress, media use, branding, and responsibilities of trainers
- Serve with integrity, humility, and an unwavering belief in the potential of every child

Qualifications

Required

- Minimum two years of experience with the CDF Freedom Schools program
- At least one year of college completed with good academic standing
- 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

- Bachelor's or master's degree in education, social work, community leadership, nonprofit, healthcare, political science, or related field
- Experience developing curriculum, leading large group trainings, or managing educational programs
- Strong understanding of child development and culturally responsive 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

Application Timeline

The application opens on May 25, 2025, and closes on August 1, 2025. Applications will be reviewed on a rolling basis. Early submissions are encouraged. All inquiries will remain confidential unless mutual interest and references are established.

To apply, please visit the Children's Defense Fund website and follow the application instructions listed under Freedom Schools.