



2026 Ella Baker Trainer Application Overview

Application Opens June 16, 2026

Application Closes August 1, 2026

For any questions, please contact Bridget Hall bhall@childrensdefense.org

Applicants interested in the Ella Baker Trainer 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 Posting" tab to view current openings. Note: the creative component requirement will be submitted via email details below.

The Application includes the following components:

General Application Profile

Applicants will complete a general application, which includes contact information, demographic details, academic history, work experience, and short answer questions. The short answer questions include:

1. Describe your history with CDF Freedom Schools®, including roles held, number of summers served, and how these experiences have prepared you to serve as an Ella Baker Trainer.
2. Describe your leadership style and how you build trust and strong relationships across diverse groups, including Freedom Schools partners, internal teams, and external organizations.
3. What are your top three professional skills?
4. What are your top three strengths as a leader or team member, and how have they contributed to a positive outcome?
5. What are three areas for continued growth, and how are you actively working on them? Include how serving as an Ella Baker Trainer would support your development.
6. How would children and young people describe your leadership, and what values do you intentionally model in your work?
7. Why are you called to serve as an Ella Baker Trainer, and how do purpose, heart, and strategy show up in your leadership?
8. Describe servant leadership and provide a specific example of how you have practiced it with children, youth, colleagues, or communities.

Applicants are asked to respond thoughtfully and authentically in their own voice. We ask that you refrain from using AI so we can properly assess your written communication skills for the position.

Application Documents to be Uploaded

1. Resume
2. Cover letter
3. Professional headshot
4. College Transcript
 - a. Applicants currently enrolled in college or graduate school must also submit an official college transcript reflecting their most recent academic standing
5. Two Letters of recommendation
 - a. Letter 1 – should be written by your CDF Freedom Schools supervisor such as a Site Coordinator, Project Director, or Executive Director
 - b. Letter 2 - should come from a professional or academic reference who can speak to leadership capacity, skills, character, and overall work ethic

Creative Video Submission (2–3 Minutes)

Thank you for your interest in serving as an Ella Baker Trainer. After completing the online application, applicants are asked to create and submit a Google Drive folder containing the creative video component.

Google Drive Folder Requirements

1. Please label your Google Drive folder using the following format: **Last Name, First Name EBT Video**
2. Your folder should include either the creative video itself or a link to the video on a document

Creative Video Prompt

Creative Video Submission (2–3 Minutes)

Your creative video is an opportunity for the selection committee to get to know the person behind the application. We want to see your personality, passion, creativity, and leadership shine through. Think of this as your chance to make a compelling case for why you should be selected as an Ella Baker Trainer. Show us who you are, what inspires you, and what unique gifts, talents, and experiences you would bring to the EBT team. Most importantly, have fun with it! We are looking for engaging, memorable, and authentic videos. Don't be afraid to think outside the box and let your creativity lead the way.

There is no required format for this submission. Your video may incorporate storytelling, spoken word, music, visual arts, multimedia elements, themes, elements of your skills, video shorts that capture your work, humor, or any other creative approach that showcases your personality, passion, and skills.

The selection committee is not looking for perfection; we are looking for authenticity and intentionality. We want to see your creativity, enthusiasm, and why you should be selected to be an Ella Baker Trainer. Let us see who you are!

Submission Instructions

Please email Bridget Hall (bhall@childrensdefense.org) the link to your Google Drive folder as part of your application submission. If you do not receive confirmation within 48 hours that your video has been received please follow up.

To ensure the review committee can access your materials, please verify that your folder and all files within it have the appropriate sharing permissions enabled by selecting **"Anyone with the link can view."** Please note that google folders that cannot be accessed by the review committee may delay or prevent the review of your application. Taking a few moments to double-check your sharing settings can help ensure your application receives full consideration.

Selection Process

After the application closes, all submissions will be reviewed by the selection committee. Candidates will be notified if they are selected to move forward to the interview stages.

The first round of interviews will take place **virtually between August 5–11**. Candidates selected to advance beyond the first round will be invited to participate in **an in-person interview and selection process taking place August 21–23**. Travel and lodging will be covered for all invited candidates. Candidates should plan to travel at any time on August 21, as programming will begin the morning of August 22 at 8:00 AM. The in-person selection experience will conclude at 12:00 PM on August 23.

Additional details, including travel coordination and interview logistics, will be shared directly with selected candidates.

If interested, [**APPLY HERE**](#).