



YOUTH PROGRAMS DIRECTOR

Employment Opportunity

POSITION SUMMARY

The Youth Programs Director at FilmNorth provides leadership for all youth programming (After School program, Summer Camps, and In-School Residencies) and manages/supports youth instructors and seasonal staff. Applicants should be organized and have a passion for media arts and youth education.

OVERVIEW OF ESSENTIAL DUTIES AND RESPONSIBILITIES

MANAGE JUICEMEDIA PROGRAM

[JuiceMedia](#) is FilmNorth's free after-school video production program for high school students, led by the AmeriCorps CTEP member and managed by the Youth Programs Director. The program is highly student-directed – students learn how to use video equipment and editing software to tell their stories. The program runs each Fall & Spring.

SUPERVISE AMERICORPS CTEP MEMBER

The [AmeriCorps Community Technology Empowerment Project \(CTEP\)](#) bridges the "digital divide" for new Immigrants and low-income communities in Minneapolis and St. Paul. CTEP AmeriCorps members help youth and adults use technology to better access social, civic, educational and economic opportunities.

MANAGE RIGHT TRACK EMPLOYEES

[Right Track](#) is a Saint Paul program that provides employment opportunities and professional skills training for youth. FilmNorth is a host site, employing two-four Right Track workers to work each summer, June-August.

PLAN AND COORDINATE YOUTH SUMMER CAMPS

QUALIFICATIONS

- Experience working with youth from diverse backgrounds, either teaching or leading a youth program.
- Knowledge and experience with video production and editing (Adobe Creative Cloud).

- Clear communication skills with strengths in supervising, giving and receiving feedback, and building rapport with students and staff.
- Ability to work independently and exercise initiative while managing multiple youth programs throughout the year.
- Ability to occasionally flex work hours to include evening and weekend commitments.
- Strong commitment to FilmNorth's Theory of Change (see below).

HOURS AND COMPENSATION

30 hours per week with some flexibility on hours
\$26,000 to \$29,000 (depending on experience & qualifications)

Benefits: Complementary FilmNorth membership, access to equipment, free tuition for all classes, workshops and conferences offered through FilmNorth.

Start Date: August 1st, 2021

HOW TO APPLY

Interested candidates should send the following to: applications@filmnorth.org

- Cover letter or introductory e-mail that tells us why you would be a strong candidate for this position
- Resume

References and work samples will be requested from those who are asked to interview.

FilmNorth is committed to being an inclusive workplace as well as increasing diversity in our workforce. We encourage candidates of all backgrounds to apply for this position. This position will remain open until FilmNorth has seen a diverse pool of candidates.

ABOUT FILM NORTH

Founded in 1987, FilmNorth is the largest filmmaker service organization in the Upper Midwest—and one of the largest in the country.

FilmNorth's mission is to empower artists to tell their stories, launch and sustain successful careers, and advance The North as a leader in the national network of independent filmmakers. We achieve our mission by nurturing a vibrant, diverse community of film and media artists; providing education and resources at every stage of their careers; and celebrating their achievements.



FILMNORTH

Theory of Change



Intentions



Actions



Results for filmmakers & media artists



Results for the North

Vision

FilmNorth inspires and provides opportunities for all filmmakers and media artists in the North to thrive, with a commitment to eliminate disparities for those who identify as Black, Indigenous and people of color, people with a disability, undocumented, rural, low income, and LGBTQIA2+ people, women, and those embodying intersections of these identities.

Guiding principles

FilmNorth acts:

- in service to artists' **boldness** and **creativity**. We provide resources that support artistic and professional development, and inspire artists to create powerful, innovative social change.
- with **education** at the core of everything we do. We focus on using film and other media to tell stories that are relevant and meaningful in today's society.
- with a corrective **equity lens**. Our programs and resources focus on and celebrate inclusion of people who have historically been excluded from the industry, while meeting the needs of all filmmakers and media artists.
- as a **connector**, we commit to collaboration and relationship building. We connect media artists, new and seasoned filmmakers, visual and performing artists, funders, companies and organizations, thought leaders, students and instructors.
- with a **growth-mindset**. We are adaptable, nimble and responsive to evolving industries and art forms. We demonstrate to our students that capacity is cultivated through effort, deliberate practice, embracing challenges and learning from feedback.

**The North includes Minnesota, Iowa, South Dakota, North Dakota and Western Wisconsin*

External actions: services

Educate: Provide classes for beginning and advanced students, workshop labs, and youth programming.

Connect: Connect wide-ranging stakeholders through peer learning groups, project-based matchmaking, a collaboration database and networking opportunities.

Spark growth:

- Resource artists with career mentors.
- Host publishing, broadcasting and exhibition opportunities.
- Link filmmakers to financial resources.

Internal actions: operations

Inspire: Infuse inspiration and motivation into courses and other programming.

Advance equity: Prioritize resources and programming based on equity; deepen opportunities to welcome Black, Indigenous and people of color, people with a disability, undocumented, rural, low income, and LGBTQIA2+ people, women, and those embodying intersections of these identities; increase accessibility; reduce costs; further develop staff capacity to support diversity, equity and inclusion efforts.

Partner: Diversify partnerships to enhance reach, inclusiveness, and a sense of community; become more networked with professionals to create more opportunities.

Market: Increase marketing and publicity of programs.

Support publicity: Create more opportunity for members to exhibit, promote and distribute films and digital media.

As a result of FilmNorth's actions, filmmakers & media artists will benefit through:

Skills: Advance their technical, creative, business and collaboration skills.

Inspiration: Feel inspired, creative and motivated.

Equitable inclusion: All artists feel included and welcomed in film and digital media spaces.

Connection: Exchange ideas with peers and mentors → develop new artistic and career-oriented relationships → feel supported and have a stronger sense of community.

Exhibition: Share films in expanded venues and forums.

Formal opportunities: Exposure to filmmaking and media arts career paths.

Financial resources: Increased access to financial resources.

Awareness: Increased awareness about how to make impact through film and media arts (e.g., social justice, entertainment).

Resources: Have greater access to resources and best practices.



This document describes the change that FilmNorth wants to see in the world and FilmNorth's role in that change.

