



**REQUEST FOR APPLICATIONS  
DIRECTOR OF EDUCATION AND TRAINING**

**Background on Teen Health Mississippi**

Teen Health Mississippi (THMS) is the teen sexual and reproductive health and rights arm of Mississippi First, which will spin-off into its own 501(c)(3) nonprofit in 2018. THMS envisions a healthier Mississippi where teens have access to essential knowledge, skills, resources, and support so that they may grow into healthy adults and move Mississippi forward. We believe that all teens have a right to high-quality sex education and access to youth-friendly healthcare services in order to make informed choices about their health.

**THMS Guiding Principles**

1. We believe all teens in Mississippi deserve access to high-quality sex education and youth-friendly healthcare to attain their highest level of health.
2. We promote research-based best practices for teen health as guided by the scientific community.
3. We support the sexual and reproductive health and rights of Mississippi teens, with a specific focus on developing quality relationships and open and honest dialogue between youth and supportive adults, while trusting that young people can make informed decisions about their health and lives.
4. We work for, and in partnership with, young people across the state of Mississippi. We approach our work with enthusiasm and dedication.
5. We work to give youth a voice in matters that most affect them. As such, our trainings, advocacy, and programs are youth-informed and center on the experiences and needs of Mississippi teens.
6. We affirm the universal principles of fairness, respect, and equity for all persons, regardless of race, ethnicity, religion, class, sexual orientation, ability, or gender identity.
7. We are guided by the best interests of Mississippi teens and the communities in which they live. We act with this in mind at all times and in all circumstances.

## **Position**

Reporting to the Executive Director of Teen Health Mississippi, the Director of Education and Training will support Teen Health Mississippi's (THMS) efforts to expand access to, and improve the quality of, sex education for teens in Mississippi. The Director of Education and Training will provide trainings for evidence-based comprehensive sex education curricula, design (and implement) professional development opportunities for educators teaching sex education and other related courses, and design (and implement) workshops and resources for parents, community-based organizations, and faith-based organizations. This staff member will work with partnering organizations such as school districts, colleges, and universities statewide and organizations nationally to provide immediate training/professional development for current and future sex education teachers. Such work is grounded in positive youth development and supports the overall mission of improving access to high-quality sexual and reproductive health services for teens in Mississippi. The Director of Education and Training will improve the monitoring and evaluation systems for THMS' sexual health work while supporting the strategic growth of the organization.

## **Responsibilities**

*Expand access to high-quality (i.e., research-based, medically accurate, and age appropriate) sex education*

- Compile and develop resources and trainings for educators teaching sex education and other related courses, as well as parents of youth, community based organizations, and faith based organizations statewide.
- Manage the Mississippi Sex Education Training Cadre (cadre) and coordinate trainings across the state.
- Provide Evidence-Based Intervention (EBI) trainings for educators across the state.
- Establish strategic partnerships with other training organizations, nationally and within the state, to expand the reach and quality of THMS services.
- Continuously survey parents, teachers, and "askable" adults statewide to improve the quality of sex education for young persons.
- Work closely with youth in the development of workshops and trainings so as to reflect youth strengths and needs.
- Evaluate trainings provided by the cadre and by THMS and submit regular reports to Executive Director for quality assurance.
- Research peer (i.e., teacher-to-teacher) mentoring models across the country and develop a peer mentor model for Mississippi sexual health educators.
- Recruit, train, and coordinate peer mentors to create a learning community among sexual health educators in Mississippi.

*Support WISE and CHART Initiatives*

- Work with the Director of Teen Health Policy and Deputy Director of Advocacy to support CHART expansion and implementation, primarily through working to improve access to and quality of training and professional development for sex education teachers.
- Work with the Director of Teen Health Policy and Deputy Director of Advocacy to support WISE expansion and implementation, primarily through working to improve access to and quality of training and professional development for Human Growth and Development Curricula with K-5 instructors across the state of MS.

*Support the growth and evaluation of Teen Health Mississippi work*

- Assist THMS staff in strategic planning for the organization.
- Identify and partner with state and national partners including national training organizations, the State Departments of Health and Education, universities, centers, and community-based organizations.
- Lead assessment, monitoring, and evaluation efforts of THMS.

*Perform other duties as assigned.*

## **Qualifications**

### *Required*

- Bachelor's degree with at least two years of continuous full-time work experience in a youth sexual and reproductive health-related field OR a Master's degree in a public health-, education-, and/or public policy-related field.
- Innovative thinker, with a track record for translating strategic thinking into action plans and output.
- Excellent judgment and creative problem-solving skills.
- Demonstrated cultural competence, with a strong ability to communicate to diverse groups in a highly politicized environment.
- Ability to work autonomously and value accountability for results.
- Ability to make wise decisions in a changing environment and anticipate future needs.
- Excellent and persuasive communicator.
- Energetic, flexible, collaborative, and proactive.
- Exceptional written, oral, interpersonal, and presentation skills.
- Ability to operate as an effective tactical as well as strategic thinker.
- High degree of professionalism in all interactions.
- Knowledge and/or experience in the field of sexual and reproductive health education and services.
- Experience training adults, preferably in the area of teen sexual health, using research-based facilitation tactics and adult learning theory.
- Passion for Teen Health Mississippi's mission, shared core values, and support for the THMS agenda. Specifically, a candidate must support Teen Health Mississippi's commitment to
  - Improving teen sexual and reproductive health through the use of research-based, medically accurate, and age appropriate sex education and the promotion of respectful, accessible, and confidential sexual and reproductive health services.

### *Strongly Preferred*

- Demonstrated knowledge and/or experience in working with K-12 school districts, teachers, and students.
- Program management and/or evaluation experience.

## **Other Details**

- Teen Health Mississippi has offices in Jackson, MS, and Clarksdale, MS.
- The Director of Education and Training will be based in the Clarksdale, MS, office.

## **Compensation**

- \$50-55,000 annual salary commensurate with experience and education.
- Comprehensive benefits package.

## **To Apply, please submit the following:**

- Cover Letter
- Resume/CV
- A minimum of three (3) references for which you have worked, at least one of which must have been a supervisor. Include the name of the relevant organization, name of contact person, and telephone number.
- Completed Employment Application Form (attached)

## **APPLICATION PROCESS**

Applications must be submitted to Hope Crenshaw via email at [hope@teenhealthms.org](mailto:hope@teenhealthms.org) and received by June 1, 2018. Please use "Director of Education and Training Application" as the subject line of the submission e-mail. Questions regarding this proposal can be submitted to Hope Crenshaw at [hope@teenhealthms.org](mailto:hope@teenhealthms.org). No phone calls, please.

### **Contact:**

Hope Crenshaw  
[hope@teenhealthms.org](mailto:hope@teenhealthms.org)  
124 East Second Street  
Clarksdale, MS 38614

THMS is the teen sexual and reproductive health and rights arm of Mississippi First, a 501(c)(3) non-profit organization and an equal opportunity, fair chance, affirmative action employer, committed to building a diverse and inclusive workforce. All qualified applicants will be considered for employment without regard to race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, military status, prior record of arrest or conviction, citizenship status, current employment status, or caregiver status.

