



Job Description

Position Title: Youth Program Coordinator

Location: Durham, North Carolina

Organizational Overview

Student Action with Farmworkers (SAF) is a 501(c)3 nonprofit organization whose mission is to bring students and farmworkers together to learn about each other's lives, share resources and skills, improve conditions for farmworkers, and build diverse coalitions working for social change.

Terms: This is a full-time hybrid position. This position will require flexibility in the candidate's schedule since some events and meetings will take place in the evenings, during the week, and during the weekend. Must have legal authorization to work in the United States. The Youth Program Coordinator will report to SAF's Director of Programs. This position is a part of SAF's union and is covered by SAF's collective bargaining agreement.

Job Overview

The Youth Program Coordinator will work with SAF's Director of Programs to coordinate SAF's Levante ("to raise up") Leadership Institute (LLI). The purpose of the SAF's LLI program is to increase educational success and develop social skills of high school youth from farmworker families as well as youth working in the food system in rural counties. In the LLI, students develop and strengthen their skills in several important areas: oral and written communication, leadership, self-advocacy and advocacy for others, popular education, cultural arts like documentary and theater, and pursuing higher education. The program also supports students' families by connecting them with community resources and engaging them in SAF's advocacy and organizing. In addition to coordinating the LLI, the Youth Program Coordinator will collaborate with their peers on SAF's other programs, like SAF's Into the Fields Internship Program and Solidaridad. As a member of the SAF staff, the youth program coordinator represents the organization on coalitions and supports the work of partner organizations.

To reiterate, this position requires flexibility in work hours, including some availability on nights and weekends, to accommodate the schedules of students and their families. The LLI work duties primarily take place in rural counties in and around Johnston County, NC. The position requires bilingual English and Spanish fluency. The Youth Program Coordinator should also be familiar with and have experience navigating, and thriving, within the higher education system. They will have other duties as assigned. People with experience in farm work, food/protein processing work, or people from families with experience in either field are encouraged to apply.



STUDENT ACTION WITH FARMWORKERS

General/Program Responsibilities

- Provide leadership and strategic direction for the LLI program through annual workplans & budgets.
- Undertake the LLI program administration, implementation, and fiscal management.
- Attend SAF board and staff meetings and prepare reports/information to distribute as needed.
- Participate in staff & personal development by taking classes in areas of interest and attending conferences, etc.
- Assist in organizational fundraising efforts by collaborating with other staff in grant development and supporting fundraising campaigns and events.
- Participate in alumni engagement including, but not limited to, reaching out to alumni, and offering support through relationship building and networking of alumni and partners.
- Complete other duties as assigned.

Levante Leadership Institute

- Coordinate ongoing planning, implementation, and evaluation of the LLI; make changes/recommendations as needed.
- Connect with community organizations and regional partners to promote the program and, in turn, secure a pool of applicants and community support.
- Lead the participant recruitment and selection processes, including managing the selection committee and interviewing program applicants to achieve membership and participation goals.
- Utilize popular education/protest theater to facilitate training for youth so they can understand and analyze the systemic nature of oppression and ways to work toward liberation.
- Support organizing campaigns to address youths' concerns and to build a base of support for worker justice.
- Communicate and coordinate with parents of the LLI students which requires fluency in Spanish and making home visits to meet the families.
- Serve as the lead contact for the collaboration with the Wake Forest School of Medicine for child labor research. Select youth advisors and establish support and expectations, including helping to disseminate research findings to other farmworker youth.
- Build meaningful collaborations with other social justice movement organizations, unions, and coalitions supporting young people and workers.
- Supervise college student interns.
- Work with SAF's Grassroots Organizer to coordinate joint training with Solidaridad interns.



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- Co-coordinate SAF's summer theater group project, which includes rehearsals and performances.
- Conduct, develop, and schedule workshops about issues affecting farmworker youth to the public.
- Support other program work as needed/other duties as assigned.
- Participate in outside work groups and committees to represent SAF.

Minimum requirements, qualifications, and experience

- Strong understanding and commitment to the vision and values of SAF.
- Bilingual proficiency (Spanish and English) required
- An associate degree or higher educational diploma required. The ideal candidate will have familiarity/experience navigating and thriving within the higher education system.
- Ability to communicate ideas effectively, verbally, and in writing to a variety of audiences, such as youth and/or families from various socioeconomic and ethnic groups. Strong leadership skills are necessary to lead workshops and model the leadership skills that the program promotes.
- Ability to work with a team in a collaborative environment, as well as take initiative and work independently.
- Experience using computers required: advanced proficiency in MS Word, Project, PowerPoint, Excel and Teams
- Ability to work and relate with a diverse range of people and organizations
- Ability to represent SAF in a professional manner to a wide range of partners, institutions and community-based organizations
- Strong organizational skills, ability to prioritize tasks, delegating work effectively, problem-solving, and demonstrating persistence.
- Genuine enthusiasm to support the students, alum, and community; and for motivating and involving our members in the different community organizing activities.
- Sense of humor, responsible, mature and demonstrates strong initiative.

Preferred qualifications and experience

- Bachelor's degree in social sciences or humanities preferred.
- Experience working with high school students preferred.
- Experience working in farm work, food/protein processing work, or persons from families with experience in either field preferred.
- One to two years' experience in a similar position desired
- SAF alumni strongly encouraged to apply



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Benefits: SAF offers an excellent benefits package including health, dental, and vision coverage; generous paid leave time including vacation, personal, holidays and bereavement leave. Additionally, SAF contributes to staff retirement plans and provides mileage reimbursement for travel.

Salary: SAF has a base salary for full-time employees beginning at \$51,500 a year for bilingual positions. Any additional credit for education, experience, knowledge, skills and abilities will determine the final salary. SAF staff are unionized and our salaries are set according to our collective bargaining agreement. SAF does not negotiate salaries.

How to Apply: In addition to a resumé and references, please include a cover letter that explains your reason for wanting to work for SAF, an example of how you demonstrated success in a similar position, and a description of how this position fits into your long-term career plan.

All submissions for consideration for this position are to be made online. Email a resume, cover letter, and three professional references to Johanne Laboy at: [hiring@saf-unite.org](mailto: hiring@saf-unite.org)

Applications will be reviewed on a rolling basis, and position will remain open until filled.

Submission deadline: Friday, June 30, 2026.

SAF is dedicated to building an inclusive workforce where diversity is valued. SAF is an equal opportunity employer. Every qualified applicant will be considered for employment. SAF does not discriminate based on race, color, religion, gender, gender identity or orientation, genetic information, age, national origin, marital status, disability status, political ideology, military or protected veteran status, or any other characteristic protected by applicable federal, state, or local law.