



CALL FOR FACILITATORS - SUMMER 2023

[Civic Synergy](#) is a student-driven political depolarization organization bringing together young adults from across the political divide to collaborate and communicate tangible policy proposals to US representatives.

We are hiring trained facilitators/mediators to guide the deliberation of and support skill-building for politically diverse teams of young adults who aim to create proposals over the course of 4 weeks. You will work with a team for 1 session per week, for 4 weeks. You will be compensated \$350 for each team that you facilitate, with the ability to facilitate up to 2 teams. Please note that if you are compensated more than \$600 (facilitate 2 teams), our fiscal sponsor will be required to issue you a 1099 form.

Please send relevant materials (description below) to apply and/or questions to Laura Chen at Laura@civicsynergy.live before *April 19, 2023*. Applicants will be evaluated and invited to brief interviews (via Zoom) on a rolling basis.

Time commitment:

You will facilitate one team (~5-7 participants) in a cohort, which consists of 4-1.5 hour sessions (some with slightly shorter facilitation time). Please indicate which cohort(s) you are available to facilitate for:

- Cohort 1 (Education): *Wednesdays, June (7), 14, 21, 28, July 5 @ 7-8:30 pm EST*
- Cohort 2 (Strengthening our republic): *Thursdays, June (8), 15, 22, 29, July 6 @ 7-8:30 pm EST*

We will also ask that, if you are available, you be present for 20 minutes during the first session (the week with parentheses around the date listed above, at ~7:20-7:40), to get introduced to participants and save time for the next session. This is non-mandatory given the timing, but is very helpful.

You will be provided with a few required materials (brief video, reading materials, weekly session guides), as well as additional reference materials to help guide your facilitation. There will be a 1-hour workshop to go over logistics, expectations, and questions prior to the program launch, which will be held at the end of August, depending on availability. Your compensation accounts for the mandatory workshop.

Responsibilities:

*Overall, you are serving first and foremost as a **facilitator**, with the goal of getting to a final proposal, but also as an **educator**, demonstrating facilitation and communication techniques and incorporating core concepts.*

- Manage deliberation and some dialogue by synthesizing key ideas, helping participants to identify common ground and ideas they can move forward upon
- Guide participants to reach weekly objectives, keeping in mind that the most important goal for the program as a whole is building communication and conflict resolution skills
 - Assist teams in learning an interest-based consensus building approach
- Judge when to step back and when to guide more heavily to allow participants to practice their own collaborative skills as well as reach their objectives
- If the group is not well balanced, use resources provided and background knowledge to challenge assumptions or ideas that would be unlikely to be supported by politically opposed groups
 - Help to uplift or bolster perspectives that are not well represented as necessary and advised by Civic Synergy staff

To apply:

Please email the following materials to Laura@civicsynergy.live:

- Resume or summary of relevant facilitation experience
 - Experience with/knowledge of interest-based negotiation and the Mutual Gains Approach a plus
- Which cohort(s) you are available/prefer to facilitate (prior background/experience with the topic at hand is a plus)
- Please briefly describe (one page or less) the following:
 - *Why are you interested in working with Civic Synergy?*
 - *Imagine you have a group member who seems to have quite different ideas on what they think should be done than the rest of the group, and this participant begins to get quieter and quieter as the session goes on. What are some strategies you might use to prevent or address this situation before the participant becomes fully disengaged from the group?*