

CONSULTANT REQUEST

FELLOWSHIP NAVIGATOR

NACTO/BBSP 2021 TRANSPORTATION JUSTICE FELLOWSHIP

We're amplifying the work and profile of Black, Brown, Indigenous and Person of Color professionals across the transportation sector. With the support of a Fellowship Navigator, participants will enhance personal and professional skills, co-strategize on projects, and expand their networks of equity and social justice focused peers within the mobility field.

"What is needed is the development of people who are interested not in being leaders as much as in developing leadership in others."

- Ella Baker

ABOUT THE ROLE

The National Association of City Transportation Officials (NACTO) seeks an experienced consultant (mid-career or above) to implement the Transportation Justice Fellowship.

You will tailor a program curriculum developed by Dr. Destiny Thomas of The Thrivance Group. The hired consultant should excel at facilitation and channeling people power. You do not need to have a deep professional expertise in transportation, but should have experience with community-led initiatives/processes in an urban setting. You'll do this through:

- Developing and facilitating agendas, trainings and workshops for 1:1s, affinity group sessions, and project-based learning for virtual convenings.
- Researching and identifying potential community experts, counsel team and practitioners for training and wellness support.
- Coordinating coaching and guidance for participants around navigating career-development, and personal objectives.
- Serving as a resource by advising and coordinating with participants on their professional plans and trajectories. Coordinate with external parties to develop plans of support for participants.
- Communicating regularly and often with the NACTO point of contact, community experts, counsel team and practitioners to gain input on and improve current programming, and to share information.
- Documenting fellowship process and progress for reporting and communication purposes.

This is a one-year role, with possibility for one additional year extension contingent on performance. We estimate a total of 350-400 hrs of research, preparation, reporting, coaching and facilitation over the course of this one-year program. The compensation for this role is \$60,000 with no fringe benefits. The consultant can be based anywhere in the United States.

THE IDEAL NAVIGATOR WILL BRING...

Relationship-building and support are at the center of our work. Professional success is only part of the equation. To be truly successful, participants and facilitators need authentic connection with one another, their individual identities, and their values. To be successful in this role, you will excel in the following key areas:

Facilitation Skills: Experience facilitating engaging curricula, workshops and/or small group discussions for a range of learning styles. Experience or training in the use of online tools and formats to build community within small groups would be a plus.

Power Analysis: A strong understanding of the components of power and privilege, race, gender-identity, ability, cultural practices and values and how these aspects show up in our cities (e.g. decision-making, distribution of resources) and workplaces.

Mentoring Experience: Experience mentoring people of color on workplace dynamics, career trajectories and challenges. This experience may be through formal or informal capacity, in a supervisory, peer professional, or volunteer role.

Ties to Experts on Justice for Communities of Color: We're looking for a consultant that will be able to support NACTO in identifying a diverse range of justice-oriented workshop leaders to complement your skills. The ideal navigator will have a strong network of such people and organizations. "Ties" can be represented in the form of personal relationships, work history, or volunteer experience.

Grounding in the Urban Built Environment: Experience with community-led initiatives/processes in an urban setting. This experience can be in a professional/paid or volunteer/unpaid capacity for the following or similar topics:

- Transportation
- Public Space/Design
- Housing
- Community Development
- Mutual Aid

Storytelling Skills: Ability to write and document Fellowship program progress in a structured way for reporting to philanthropic entities.

In addition, any of the following are a plus:

- Experience or training in the use of online tools and formats to build community within small groups
- Experience with grant-funded projects

NEXT STEPS

If you would like to be considered, please contact Nicole Payne (nicole@nacto.org) by November 6, 2020 with your resume and a 1-2 page cover letter detailing:

1. Why you're interested in this role
2. How your experiences/background have prepared you for this role

Apply soon! Applications will be reviewed on a rolling basis. If you advance to the next round, you will have a virtual interview with the BBSP project team around November 9th - November 20th, 2020.

If you have any questions about this role, feel free to reach out to Nicole at the email address included above.



The 2021 Transportation Justice Fellowship is an initiative of the Better Bike Share Partnership. The Better Bike Share Partnership is a collaboration funded by [The JPB Foundation](#) to address barriers to transportation use for low-income and communities of color. The partners include [The City of Philadelphia](#), the [National Association of City Transportation Officials \(NACTO\)](#) and the [PeopleForBikes Foundation](#).