

# Discoverer/Instructor

## Mission

To restore and protect the joy of youth through educational programs and positive actions in collaboration with families, schools, communities, organizations and government entities.

## About The “I Love U Guys” Foundation

The “I Love U Guys” Foundation is a 501(c)3 non-profit and works with schools, districts, departments and agencies across the US and Canada in the arenas of school safety and crisis response and recovery. Programs are offered online at no cost and are being used in over 40,000 schools, districts, agencies and organizations.

Part of our mission driven sustainability model includes training and functional exercises with districts and public safety (in our world these are hosts). Foundation representatives tirelessly criss-cross the country providing this really, truly, incredible training. (Evals are off the charts!) Check out <https://iloveguys.org> for more info on the organization.

## Discoverer/Instructor Objectives

- Conduct 6 - 12 trainings/exercises per month
- Bring practices discovered in the wild back to the nest
- Approach all interactions with confident humility

## What the job looks like

Discoverer/Instructor reports directly to the Mission Director and is a full time, exempt position compensated in the mid \$40's to \$50's. We've patterned this position after the path taken by a founding member of the Foundation. The position involves travel. Lots of travel. Travel you book yourself. We anticipate 6 to 12 training presentations or exercise facilitations around the country per month. Some solo, some teamed up with another instructor. November and December do slow down a bit. Prior presentation and training experience is essential. Trainings typically involve a fly/drive day, train the following half day or full day and fly back that evening. We're expanding our offerings so sometimes there is a second day that includes a functional exercise. During our busy times it is not uncommon to book multi-city trips.

There is also an element of discovery. We don't claim to be experts. We are avid students. Often, an organizational practice exhibited by a training attendee is worth sharing with other audiences. Document and bring it home.

We also anticipate some level of relationship building and maintenance. Federal, state and local emergency managers, school and district safety directors and other leadership, law enforcement agencies and organizations, and other folks in this space.

When not on the road, some organizational support tasks will be assigned. Could be some internet sleuthing. Might be assembly of training and exercise support materials. Might be some boring stuff, but we'll try to find tasks that match your interest, skills and enthusiasm.

We are a national organization with tremendous goodwill associated with the Foundation. Part of the job is maintaining that goodwill through humility, confidence, occasional humor, and service.

## Discoverer/Instructor Requirements

*All Foundation employees and Adjuncts must be **fully vaccinated** against COVID-19. All persons offered a position will be required to provide valid proof of vaccination prior to starting employment.*

- Ability to read, understand and conform to the Application Process below
- Relevant experience in education or school safety and security
- Ability to leave politics at the door
- Extreme willingness to follow local health guidelines in any jurisdiction
- Ability to book and intermittently modify travel arrangements
- Valid driver's license
- Must be able to travel into Canada
- Appreciate science

- Public speaking, presentation delivery, and group training
- Able to network and present at conferences
- Comfortable presenting in 511's and an embroidered polo
- Proficiency with Apple ecosystem hardware and software a strong plus
- Ability to bend, lift and carry up to 25 pounds (or the weight of your carry-on into an overhead rack)
- Ability to slip through a crowded airport with other seasoned travelers like a ghost in the mist
- Ability to travel without stopping at baggage claim
- Or sometimes navigate a Pelican Storm iM2975, with 50 lbs. of gear, through baggage claim
- Ability to arrive at various locations independent of public transportation
- Ability to pass a background check
- Ability to fearlessly face the unknown and not be afraid to make mistakes

## **Work Environment**

We are a virtual office. (Like, we don't have an office.) Means that the Discoverer/Instructor must be able to self-start and when not on the road, independently work at home, or a coffee shop, or an Italian villa. (Sorry, villas not included.) We use Asana, Slack, Zoom, Evil DropBox, FaceTime, phone time, and some in-house tools to manage projects, workflows, communication and data.

We are passionate, invested, and some may say "called," to the work we do. Nearly everyone in the organization, from the board, to the staff, to our adjunct instructors, to many of our volunteers, have a personal experience related to the inception of the organization.

That should be a "heads up" consideration. We work in an arena that can carry an emotional toll. We don't motivate people with fear. But, we do tell some hard stories.

We have zero micro management skills, some might argue few management skills at all. If you need daily direction, an office water cooler, a lot of face time with co-workers, there is nothing to see here. Although we do try for face-to-face time with all staff a few times a year, pandemics permitting, most of the time we rely on phone and Zoomies. Sometimes we catch up at conferences or events or wave in airports.

Currently, in-person training is picking up and there may be some extra travel with Adjunct Instructors, Board members or the Executive Director to get onboarded. Sometimes that's a long, onerous drive, sometimes it's a seat in business class, occasionally we'll get upgraded. After that, figure on a 6 to 12 trips out of town every month. Some months more. Most of these will be out the day before and back the following evening. Some will involve a three day trip. We have sane travel guidelines that acknowledge a comfortable travel experience enhances trainer performance and audience experience.

Sometimes we run hard. Sometimes we can slow down. There will be some weekend arrivals or departures. There is also a liberal personal time policy. (Policy may be a little overstated, look at it more like guidance.) We value vacation time and occasional 3 day weekends. We typically close the "office" the week of Thanksgiving and the last one or two weeks of the year. We do two national annual conferences and prefer that you are available for those dates, and the week leading up to them. There are also health and dental insurance contributions.

We'll provision you with a MacBook Pro, a bevy of dongles, and a (totally kick\*ss) clicker. Keep your iPhone, but we'll kick in \$100/month phone allowance, or if you don't have an iPhone, we'll provision.

## **Application Process**

The last time we posted a position we were inundated with responses. Frankly, more than we could handle. While the inclination may be simply responding to the posting with your resume, we won't be paying much attention to those. We're asking candidates to do a little work.

- Download the SRP K12-T 2021 Classroom Instructor Guide and associated presentation from: <https://iloveguys.org/The-Standard-Response-Protocol.html>
- Spend necessary time to prepare yourself to deliver 3-5 minutes of that presentation
- You might want to review Carpe Audience, [https://iloveguys.org/2018/srm\\_v2/Carpe%20Audience.pdf](https://iloveguys.org/2018/srm_v2/Carpe%20Audience.pdf)

- Video record yourself standing and delivering 3-5 minutes of the presentation. (Note: Don't fret production quality. A webcam or iPhone recording is just fine. And yes, we understand that this may feel awkward.)
- In a single email to [resumes@iloveguys.org](mailto:resumes@iloveguys.org) provide a link to aforementioned video, your name, phone number and best time to call or Zoomie, and attach your resume

If we end up proceeding, you will end up talking to a few folks from the Foundation throughout the process. We would love to have someone in place by April, 2022.