



Job Title: Youth Advocacy Director

Department: Community Engagement

Reports to: Executive Director

Office: Remote – Statewide (must have access to a reliable motor vehicle) and ability to be in-person in the community 3x per week or greater at times.

Position Type: Full-time

About CAIR-MA

The Massachusetts chapter of the Council on American-Islamic Relations (CAIR-MA) is a nonprofit civil rights and advocacy organization dedicated to protecting the rights of American Muslims and promoting justice. CAIR-MA enhances understanding of Islam, combats Islamophobia, and empowers the Muslim community through legal services, civic engagement, and youth leadership development.

Position Overview

CAIR-MA is seeking a Youth Advocacy Director to lead initiatives that empower young Muslims across Massachusetts. This role focuses on leadership development, bullying prevention, digital advocacy, and storytelling. The ideal candidate is a relationship-builder with a passion for mentoring youth, experience in community organizing or education, and a creative mind for digital engagement.

Key Responsibilities

The Youth Advocacy Director will lead three core initiatives:

- **Muslim Youth Leadership Program (MYLP):** Organize and facilitate CAIR-MA's four-day leadership intensive for high school and college students, currently scheduled for August 7–10, 2025, in Boston.
- **Bullying and Discrimination Report:** Collect, analyze, and publish a biennial report on Muslim students' experiences with bullying and discrimination, next scheduled for publication in 2027.
- **Youth Advisory Committee (YAC):** Recruit, train, and mentor young Muslim activists through a one-year cohort program focused on civic engagement and social justice.

CAIR-MA 800 Boylston St. P.O. Box 990445 Boston, MA 02199 / CAIRMA.ORG

Additional responsibilities include:

- Developing interactive and engaging programs that foster youth leadership, civic literacy, and advocacy skills.
- Designing or co-creating youth-driven social media campaigns to amplify youth voices and promote key initiatives (e.g., MYLP, Muslim Youth Advocacy Day, community storytelling).
- Conducting anti-bullying and cultural sensitivity workshops for students, teachers, and school administrators.
- Building strong relationships with schools, mosques, libraries, parents, diversity officers, and youth-serving organizations.
- Coaching youth in public speaking, digital safety, and storytelling for advocacy.
- Supporting legislative campaigns and assisting in fundraising and grant-related efforts tied to youth programming.

Qualifications & Skills

- Bachelor's degree preferred; equivalent experience will be considered.
- 2–4 years experience in youth programming, community organizing, or education (especially in multicultural or faith-based settings).
- Knowledge of civil rights, bullying prevention, and issues impacting Muslim students.
- Experience creating or leading digital campaigns or storytelling initiatives across platforms like Instagram, TikTok, or YouTube.
- Strong facilitation, mentorship, and communication skills.
- Project management skills with the ability to manage multiple timelines and collaborate across teams.
- Proficiency with Google Suite, Microsoft Office, Canva, and common social media tools.
- Cultural competency and deep respect for the diversity within the Muslim community.
- Self-motivated, reliable, and able to work remotely while staying community-focused.

To Apply:

Please submit resume, cover letter and writing sample to Tamatul-wadud at [Cair.com](mailto:Tamatul-wadud@Cair.com)

Hiring Timeline

- **April 18** – Position posted and applications open
- **May 9** – Priority application deadline (applications may be reviewed on a rolling basis after this date if needed)
- **May 12–23** – Interviews conducted
- **June 2** – Anticipated start date

Compensation & Benefits

- **Salary:** \$50,000 – \$60,000, commensurate with experience
- **Paid Time Off:** 15 vacation days annually
- **Holidays:** All state and federal holidays, plus Eid al-Fitr and Eid al-Adha