Break the Divide

Project Details

The purpose of this project is to evaluate the effectiveness of our current recruiting, administration, and coordination systems necessary to efficiently run our climate education and skills building programs. Break The Divide's programs respond to widespread feelings of isolation and disconnectedness amongst communities by connecting youth in high schools across Canada to create connections and foster dialogue about climate change as the starting point for community action. A thorough examination aimed at enhancing and automating the communication, administration and coordination systems at Break The Divide will allow us to enhance our online presence, reach more communities, and connect more students across Canada to support climate action initiatives.

Project Deliverables:

- A comprehensive evaluation report with recommendations for optimizing Break The Divide's Climate and Education programs.
- Develop implementation strategy for the next iteration of Break The Divide's Climate Emotions Program; automate connection systems bridging schools and communities seamlessly.
- Development of a comprehensive library of community knowledge series interviews and resources about eco-anxiety and climate emotions on the website.
- Implementation of search engine optimization strategies for better online visibility

Learning Outcomes

- Project management and evaluation skills
- Building accessible digital tools for people with different technological capacities
- Direct experience working with youth
- Learning how to apply skills in a job market that will increasingly require climate-conscious thinking

Recommended Skill Set:
- Skills in program evaluation, data tracking, systems thinking
- Strong analytical and problem-solving skills, with the ability to think creatively to find solutions to complex problems
- Ability to work independently and remotely, with a strong work ethic and the ability to manage multiple priorities and deadlines

Support Organization:
- Break The Divide Foundation

- This is a remote position. Selected candidates can be located anywhere in Canada.

Project Timeline:

Phase 1 - Preliminary Evaluation (2-3 weeks)
- This phase consists of evaluating the existing administration, recruitment, and coordination systems at Break The Divide to determine the next steps necessary to enhance and automate our systems and streamline the implementation of the next iteration of the Climate Emotions Program. The preliminary research will give the person an understanding of the needs of the organization, the areas which need to be optimized and what additional research needs to be conducted to run more efficient programs and reach more communities. This period will also consist of introductions to Break The Divide volunteers and program participants to help build an understanding of the organizational goals and how it functions.

Phase 2 - Research and Strategy Development (3 - 4 weeks)
- This phase consists of conducting empirical research on best practices in program building for large-scale nonprofit organizations. This will also involve conducting research on automation strategies for programs similar to ours. Consultations with external stakeholders and program participants will lead to the development of a comprehensive strategies outlining key areas of improvement for major programming at Break The Divide.

Phase 3 - Strategy Implementation and Resource Development (4 - 5 weeks)
- This phase consists of implementing the automation systems researched in the previous phase to support the organization's projects. It will also involve implementing other systems improvements determined necessary during Phase 2 with a focus on increasing the accessibility of our programs and facilitating connections between communities.

Phase 4 - Report Creation and Presentation of Strategic Findings (3 - 4 weeks)
- Following the research, assessment, and implementation, it is important to compile this information in an easy-to-follow guide, such that future staff at Break The Divide can continue to implement the connection-based programming using the new systems changes.