



# Program Facilitator Job Description

## About Us

Change the Outcome provides focused learning opportunities for audiences to educate them on important aspects of opioid use, the disease of addiction, emerging drug trends, and harm reduction. Every attendee will be armed with practical knowledge that can save a life, prevent substance use disorder, and actively address the opioid epidemic in simple but meaningful ways.

**Location:** Twin Cities Metro Area, MN (Mostly in-person with some remote/hybrid work)

**Position Type:** Full-Time

**Schedule:** Monday-Friday

**Target Start Date:** Mid-to-Late August 2026

## Qualifications:

- High School Diploma or equivalent
- Recent high school graduate (past 5 years). Because our audiences are typically students in middle and high schools, we are looking for someone close in age to those we present to who enjoys engaging with youth.
- Must currently reside within the Twin Cities metro area.
- Possess direct experience with substance use disorders, addiction, or have personal ties to these challenges through the experiences of a loved one or family member.
- Exceptional interpersonal and communication skills. Must be empathetic and able to interact effectively with people of varying identities.
- Comfortable with varying degrees of public speaking, with an ability to stay on message.
- Basic proficiency in data entry, Microsoft Office programs, and other computer-related skills.
- Passion for helping others and sharing information that can improve the lives of others.
- Ability to develop constructive and cooperative working relationships with team members.

**Responsibilities:**

- Participate in classroom presentations in middle and high schools throughout the state, often with 2 other panelists (occasionally, with only one other panelist).
- Engage professionally with school educators, administrators, and fellow advocates working in the field of education..
- Support efforts on occasional event planning and implementation.
- Represent Change the Outcome at various industry events and activities from time to time.
- Continue to remain informed on information regarding shifting drug trends, substance use disorders, and addiction-related content that is relevant to Change the Outcome programming.
- Prepare necessary materials for panel presentations.

**Work Environment & Essential Functions:**

- This role involves a blend of remote work, in-person school presentations, and in-person team collaboration.
- Must have a valid license to drive and have your own reliable transportation.
- Must be able to travel via car, or occasionally by plane, for panel presentations.
- Must be willing to travel outside the Twin Cities Metro area, but within the state. This includes occasional overnight stays when traveling to farther regions of Minnesota.
- Must be willing to carpool with fellow team members when requested for out-of-town paneling.
- Must be available for very infrequent weekend commitments as needed.
- Comfortable with public speaking, sharing ideas, and leading discussions with groups of any size.
- Ability to communicate in a timely manner via email, phone, video chat, and in person.
- Ability to lift up to 25 pounds of presentation materials.
- Be a reliable, flexible, detail-oriented, and punctual team member.

**Salary & Benefits:**

- \$50,000-\$60,000 annual salary, commensurate with experience and education.
- Health Insurance

- Mileage Reimbursement: Provided for school presentations and out-of-town travel.  
Please note: Regular commutes to team meetings are not eligible for mileage reimbursement.
- 10 paid holidays and 10 days of accrued PTO are provided annually.

If interested, please fill out the form on the Careers page on the Change the Outcome website, or email your resume to [hanna@changetheoutcome.org](mailto:hanna@changetheoutcome.org) or [sydney@changetheoutcome.org](mailto:sydney@changetheoutcome.org). Please include a brief note on why you are passionate about this role!