



**FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

## **THE FAMILY YMCA- JOB DESCRIPTION**

Job Title:	<b>Teen Leader (Española)</b>	Schedule:	25-35 hrs. wkly.
Job Type:	Part-time	Job Code:	04-010000
FLSA Status:	Non Exempt	Salary Range:	\$9.50-\$13.00/hr DOE
Reports to:	Española Teen Center Director	Revision Date:	June 2018

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### **POSITION SUMMARY:**

The Teen Leader is responsible for assisting in the successful operation of The Family Y's program site, including the planning, organization, implementation, tracking, evaluation, and supervision of the teen programs at the Española Teen Center. This person is responsible for providing guidance to all teen members and volunteers in an effort to ensure that the program is delivered within the Y's core values and areas of focus, with adherence to predetermined scope and budgetary guidelines.

### **ESSENTIAL FUNCTIONS & JOB DUTIES:**

#### **GENERAL JOB FUNCTIONS:**

- Adhere to policies as stated in The Family YMCA Employee Handbook and in subsequent YMCA trainings and meetings
- Work in a team environment and encourage open communication regarding concerns/issues with Teen Center members, parents and co-workers
- Assist in maintaining clean-up schedules; including janitorial duties necessary to maintain the cleanliness of the Teen Center facility (indoor/outdoor) and Teen Center Van
- Comply with all emergency procedures appropriate to the site and in conformity with procedures adopted by emergency service authorities to ensure the safety of the Teen Center members and staff
- Maintain all supplies, equipment and materials; follow all procedure when ordering or purchasing new/additional supplies
- Ensure that Teen Center Members are respectful of YMCA property; ensure all rules are followed.
- Manage the upkeep of records that are essential to control, evaluation, and reporting
- Prepare and/or assist in the preparation of outlining monthly and annual reports on the activities of the teen programs

#### **RESPONSIBILITIES WHEN INTERACTING WITH YOUTH MEMBERS:**

- Introduce Teen Center members to activities focused on: leadership, service-learning, social development, continued education, career goals, life skills, health, safety, and well-being
- Consistently demonstrate positive interaction with all Teen Center Members; talk to them and treat them with dignity and respect
- Consistently demonstrate positive discipline; teach and redirect; firmly and consistently enforce the rules
- Express clear expectations and hold Teen Center Members accountable for adhering to them
- Help Teen Center Members to develop a positive self-esteem and sense of self-worth
- Consistently demonstrate and reinforce the values of caring, respect, honesty and responsibility

#### **RESPONSIBILITIES WHEN INTERACTING WITH PARENTS/GUARDIANS:**

- Positively ID parents/guardian before releasing ETC Members

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- Introduce yourself to parents and communicate with them regularly regarding program information: classes offered, field trip schedules and permission slips
- Encourage parents to participate or volunteer in special events and/or field trips
- Express appreciation for their interest in their child(s) participation in the program

### JOB QUALIFICATIONS:

#### EDUCATION:

HS Diploma or General Equivalent Diploma

College degree or degree in progress in related field (Sociology, Psychology, Human Services, or Humanities) preferred

Experience working with teens ages 12-19 highly desired

#### KNOWLEDGE/EXPERIENCE:

Must have the ability to demonstrate and/or develop competency in the following areas:

- Supervising teens and presenting positive role modeling through all interactions with program participants
- To meet program goals as outlined in the Espanola Teen Center mission and goals
- Healthy interest in and appreciation for teens
- Flexibility, patience, and equanimity
- Strong group-work skills and the ability to delegate effectively
- To keep confidences, loyalties and practice professionalism
- Be reliable and dependable
- Must be 21 years or older to apply
- Able to drive safely and within the required posted speed limit, have a valid license, current insurance, and a clean driving record; able to pass a defensive driving course
- Work a flexible schedule to meet program staffing/planning needs
- Exercise mature judgment and sound decision making
- Communicate effectively both orally and in writing
- Learn, follow and enforce local Y and national guidelines related to internal policies
- Pass a background investigation
- Must pass CPR/AED/1st Aid certification by an approved provider within 3 months from original date of hire and maintain while employed.

#### PHYSICAL DEMANDS:

- Drug Free as outlined in the Y's Substance/Alcohol Abuse and Testing Policy
- Lift 35 pounds using proper technique
- Must have adequate vision to effectively review documents in varied formats i.e....paper and digital
- Must have adequate hearing to respond to members and interact with the public
- Currently have excellent health and be free of communicable diseases

#### PROFESSIONAL EXPECTATIONS:

The Teen Leader will present a competent and positive image of The Family YMCA through the professional and safe coordination of all Espanola Teen Center programming, quantified by completion of the key areas of responsibility and continuous improvement of the systems.

In addition the Teen Leader will exhibit and represent behaviors consistent with the expectations within the YMCA competency guidelines listed below:

- Accepts and demonstrates the Y's values.
- Demonstrates a desire to serve others and fulfill community needs.
- Works effectively with people of different backgrounds, abilities, opinions, and perceptions.
- Builds rapport and relates well to others.

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- Makes sound judgments, and transfers learning from one situation to another.
- Embraces new approaches and discovers ideas to create a better member experience.
- Strives to meet or exceed goals and deliver a high-value experience for members.
- Pursues self-development that enhances job performance.
- Demonstrates an openness to change, and seeks opportunities in the change process.

**COMPENSATION:**

Personnel policy governs work conditions and benefits. The first 90 days of employment are considered a trial period at which time performance will be evaluated by the Española Teen Center Director.

I have read my job description and understand my responsibilities. I also understand that the YMCA cannot guarantee my employment and that the YMCA can change wages, benefits and conditions of employment at any time.

**JOB DESCRIPTION REVIEWED AND UNDERSTOOD:**

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_