



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

THE FAMILY YMCA- JOB DESCRIPTION

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|--------------|---------------------------------------|----------------|---------------|
| Job Title: | Teen Center Floor Staff (LATC) | Schedule: | Varied |
| Job Type: | Part-time | Job Code: | 12010000 |
| FLSA Status: | Non Exempt | Pay Range: | \$14-\$17/hr. |
| Reports to: | Los Alamos Teen Center Director | Revision Date: | May 2023 |

POSITION SUMMARY:

The Teen Programming Team Member 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 Los Alamos 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.

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

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)
- 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:

- Make sure all adult visitors are supervised at all times while in the facility; escort parents/visitors as necessary; ensure adults sign in on the adult-sign-in sheet at the front desk
- Offer tours to parents and other adult visitors
- 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 Los Alamos 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 22 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
- May require the ability to stand, sit, stoop, crouch, kneel, crawl, push objects, pull objects, grasping, repetitive motion, working in narrow and/or confining spaces; twisting of the waist, shoulders, and legs

- Environment is moderately to extremely loud with noises including multiple voices and conversations, electronic noises from video games, videos, movies, music, and cell phones
- There is sufficient noise to cause the worker to raise their voice in order to be heard above ambient noise level.
- Consistently lift 10 pounds using proper technique, may be required to lift up to 35 pounds on occasion
- Indoor environment ranging from mildly busy to extremely busy, worker must be able to adapt to changing environment
- 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 Programing Team Member will present a competent and positive image of The Family YMCA through the professional and safe coordination of all Los Alamos Teen Center programming, quantified by completion of the key areas of responsibility and continuous improvement of the systems.

In addition the Teen Programing Team Member 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.
- 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 Teen Center director.

JOB DESCRIPTION REVIEWED AND UNDERSTOOD:

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.

Employee Signature: _____ Date: _____