



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## NORM WAITT SR. YMCA JOB DESCRIPTION

Job Title: **Youth Development Associate – Child Watch – Y Club**

Status: Part Time or Full Time Non-Exempt

Department: Youth Development/Early Learning

Reports to: Youth Development/Early Learning Director

Revision Date: July 27, 2022

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### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living and social responsibility. The Youth Development Associate at the Norm Waitt Sr. YMCA creates a safe and positive atmosphere that welcomes and respects all individuals while promoting and maintain a safe, positive and nurturing environment for children, while building cooperative relationships with parents/caregivers.

### 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 belong. **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:

1. Create a welcoming, hopeful, determined, genuine and nurturing atmosphere that fosters a sense of belonging among the children and helps them gain confidence through achievement.
2. Create and maintain a clean and safe environment both physically and emotionally for all.
3. Nurtures children through programming dedicated to building achievement and relationships among youth and within families.
4. Assures compliance with federal, state and local regulations as they relate to program areas, including ADA accommodations where appropriate. Ensures that YMCA program standards are met and safety procedures followed.
5. Provides for upkeep of assigned program facilities and equipment and ensures the physical environment supports a safe and thriving environment including ADA accommodations where appropriate. Follows all procedures and standards.
6. Supervises children, classroom, and all activities.
7. Cultivates positive relationships and maintains effective communication with parents. Engages parents as volunteers and connects them to the YMCA.
8. Maintain program site, equipment and required program records.
9. Attend and participate in family nights, program activities, staff meetings, and staff training.
10. Demonstrates and supports the objectives of the Y's mission statement and values by maintain the Y-Voice in all that you say and do ~ welcoming, hopeful, determined, genuine, and nurturing.
11. Assists in the implementation of curriculum within the established guidelines.
12. Organized with the ability to prioritize, multi-task and problem solve.
13. Assists in making sure schedules, supplies, materials, etc. are ready for each day.
14. Adheres to policies as stated in the YMCA Employee Handbook.
15. Must conduct themselves in a professional manor at all times in and out of our program site
16. Perform additional duties as assigned.

### YMCA COMPETENCIES (Leader):

- Communication & Influence
- Emotional Maturity

**The Y: We strengthen the community through youth development, healthy living, and social responsibility.**

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## **QUALIFICATIONS:**

1. Previous experience working with children is preferred.
2. Must be at least 16 years of age.
3. Must complete the following trainings:
  - Blood Borne Pathogens Training or equivalent training approved by the YMCA
  - Approved Mandatory Child Abuse Reporter Certification
  - Emergency procedure training
4. Previous experience with diverse populations.
5. Must have strong communication and organizational skills.
6. Ability to work with minimal supervision.

## **WORK ENVIRONMENT & PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to Lift 25 pounds using proper technique.
- Ability to swim 50 yards preferred.
- Ability to plan, lead and participate in activities.
- Outdoor exposure to wind, sun and summer temperatures.
- Work in a team environment and encourage open communication regarding concerns/issues with children, parents or co-workers.

## **EFFECT ON END RESULT:**

- The Y will be recognized by the community as providing excellent and transformational youth development programming that provide opportunities for all participants to learn, grow, and thrive.
- The Y will effectively connect and build relationship with its participants and the community, increasing member enrollment and retention and ultimately increasing the number of people positively impacted by the Y.

## **SIGNATURE:**

Today's date: \_\_\_\_\_

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

\_\_\_\_\_  
Supervisor's name

\_\_\_\_\_  
Supervisor's signature