

# YMCA Social Impact

## POSITION DESCRIPTION



<b>Position Title:</b>	Youth Mentor
<b>Employment Status:</b>	Volunteer (unpaid)
<b>Department:</b>	YMCA School-Based Mentoring Program
<b>Reports To:</b>	Program Coordinator

### ORGANISATION DESCRIPTION

The benevolent arm of the YMCA of Brisbane, YMCA Social Impact (legally named Y-Care South East Qld Inc.) exists to serve people in our community who are disadvantaged. We work with other charities, community groups, government and schools to deliver nine benevolent services to ensure that our clients, no matter their circumstance, have a real opportunity to be the best person they can be. We are a mission-driven organisation that is outcomes focused and values learning and development as part of our commitment to continuous self-improvement.

### PROGRAM DESCRIPTION

The YMCA School-Based Mentoring Program is a preventive measure for young people aged 13 to 18 years who are at risk of long-term school disengagement and subsequent adverse health and social outcomes. Based on an evidence-based design, young people and adult mentors engage in group activities, one-on-one mentoring, and community projects such as green space revegetation and service to local retirees. As a result of these activities, the program is designed to achieve the following medium to long-term outcomes:

- Positively change the behaviour, attitude, and emotional and social capabilities for participating young people thereby ensuring he or she is empowered to complete their education and start work;
- Fostering school connectedness within the participating mentoring group, therefore improving the positive wellbeing of young people and others involved in the program; and
- Building social capital by developing bonds and trust between young people and community members involved in program initiatives.

Since 2002, the YMCA School-Based Mentoring Program has given over 600 young people a real opportunity to be the best person they can be. The program has been co-led by multiple staff and over 300 dedicated volunteers seeking to make a difference in a young person's life.

### POSITION SUMMARY

YMCA Youth Mentors are integral to achieving the above outcomes. They have two primary responsibilities: to build and maintain positive mentoring relationship(s) and, to actively facilitate the development of the mentoring team culture.

By developing a positive mentoring relationship, young people can develop social and emotional capabilities in a safe, non-judgemental environment. Youth Mentors provide learning opportunities for young people, through role modelling pro-social behaviours.

Within a group context, Youth Mentors engage young people in informal (e.g. conversation or a game of basketball) and formal group activities that follow a learning curriculum based on the Journey To Employment Framework<sup>1</sup>. Team development builds connectedness amongst Youth Mentors and young people and serves to create an empowering and supportive culture, to allow organic mentoring relationships to develop.

## **BENEFITS TO SUCCESSFUL APPLICANTS**

The School-Based Mentoring Program is an exciting professional opportunity to volunteer for an internationally renowned charity in a specialised role. Importantly, volunteers gain real experience positively changing the lives of young people.

The successful applicant will learn useful transferable knowledge and skills related to outcomes measurement and evaluation, numeracy and literacy support, managing challenging behaviour, participatory community development and service provision. The YMCA School-Based Mentoring Program provides volunteers with valuable experience supporting highly at risk young people who are experiencing behavioural, social and mental health problems. The program coordinators and supporting staff will provide supervision and ongoing professional development to support Youth Mentors.

## **RESPONSIBILITIES AND OUTCOMES**

### **Key Performance Areas**

1. Youth Development
2. Group Facilitation
3. Monitoring, Evaluation and Reporting
4. Risk Management and Other

### **1. Youth Development**

Youth Mentors will provide the necessary support and guidance to young people thereby positively changing their behaviour and attitude towards education and/ or work. Youth Mentors will also further develop young peoples' emotional and social capabilities.

Duties and responsibilities include, but are not limited to:

- Providing emotional and social support to at risk young people, aged 13-18 years old, by developing a relationship based on trust, respect and authenticity;
- Guiding young people on volunteer projects by actively participating in all activities;
- Teaching young people about internal and external strengths and creating opportunities to promote these;
- Role-modelling positive health behaviours such as exercise and nutrition, and providing education as requested on substance abuse, risky sexual behaviour and unhealthy relationships;
- Assertively reinforce professional boundaries between mentors and young people; and
- Providing reasonable and immediate support, through micro counselling skills, to a young person who discloses sensitive information.
- Supporting the behavioural management of students alongside school staff.

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<sup>1</sup> Harries, E., Kail, A., & Ni Ogain, E. (2014). The journey to employment framework: outcomes and tools to measure what happens on young people's journey to employment (2<sup>nd</sup> ed.). Retrieved from: [www.inpsiringimpact.org](http://www.inpsiringimpact.org)

## 2. Group Facilitation

With support from the Program Coordinator, Youth mentors will facilitate and lead group activities that teach young people important social skills and further develop emotional capabilities.

Duties and responsibilities include, but are not limited to:

- With support from the Program Coordinator, facilitating and leading group activities involving both mentors and young people (groups of up to 15 people);
- Actively participating in group discussions, debrief sessions, and one-on-one meetings with the Program Coordinator;
- Encouraging a team environment by promoting inclusion and engagement of all group members; and
- Providing direction and support to other mentors and staff.

## 3. Monitoring, Evaluation and Reporting

With support from the Program Coordinator, Youth Mentors will learn to evaluate and monitor the effectiveness of their work with young people. This will enable Youth Mentors to improve the quality of support provided to young people, with the view to leading to better participant outcomes.

Responsibilities include, but are not limited to:

- Administering surveys to facilitate reflective practices;
- Completing some data entry and transcriptions;
- Reviewing data using programs such as Microsoft Excel and Social suite; and
- Regularly communicating with the Program Coordinator about young peoples' progress.

## 4. Risk Management and Other

Youth Mentors must comply with YMCA risk management and other reasonable tasks as they arise.

Responsibilities include, but are not limited to:

- Upholding and promoting the policies and mission of the YMCA of Brisbane including compliance with the YMCA's Safeguarding Children and Young People Policy;
- Reporting all child safety concerns to the Program Coordinator;
- Maintaining confidentiality of all YMCA information, records and files, and personal information of program participants;
- Facilitating and participating in training activities;
- Assisting with food preparation (in line with Australian Health and Safety Standards);
- Participating in extra-curricular activities reasonably expected in line with the position including training and professional development; and
- Maintaining high self-awareness of own emotional experience and if necessary, take reasonable steps to address challenges and seek support from the Program Coordinator.

### QUALIFICATIONS / EXPERIENCE

- Attainment or current study towards a bachelor's degree or diploma in psychology, social work, education, justice/ criminology, youth work, community service or human service;
- Experience or willingness to facilitate and lead group activities;

- Possession, or be willing to obtain, of a positive notice Blue Card in accordance with the Working with Children (Risk Management and Screening) Act 2000;
- Experience working with at risk young people is desirable.

#### **KEY SELECTION CRITERIA**

- Ability to work within the mission and values of the YMCA, and a passion for giving disadvantaged young people a real opportunity to be the best person they can be;
- Excellent interpersonal skills to support young people who present with challenging behaviours, and emotional and social deficits;
- An understanding of adolescent development and the impact of mental health and other risk factors in a young person's life;
- Creativity, flexibility and initiative are essential in assuming responsibility;
- Ability to manage interpersonal conflict appropriately;
- An awareness of child safety policies and risk mitigation methods;
- Appropriate knowledge of self-care strategies;
- Strong professional practice including research standards and ethics.

#### **EXPRESSIONS OF INTEREST**

For expressions of interest please email a current resume that outlines your suitability for the role to Aidan Lamb at [aidan.lamb@ymcabrisbane.org](mailto:aidan.lamb@ymcabrisbane.org) or phone (07) 3440 4300 for more information.

#### **CONDITIONS OF EMPLOYMENT**

- 4-5 hours per week
- Programs commence the week beginning Monday 17 April 2018
- Attendance at Induction and Training Session is mandatory