



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## DUNELAND FAMILY YMCA JOB DESCRIPTION

Job Title: Out of School Learning Program Staff

FLSA Status: Non-Exempt

Status: Part-Time Hourly

Pay: Starts at \$13/ hour

Reports to: Youth Program Director

Revision Date: July 2, 2026

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### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening the community through youth development, healthy living, and social responsibility. Provides direction for the program and classroom and implements program curriculum. Provides a quality experience to children and parents that focuses on the YMCA values: honesty, respect, responsibility, and caring.

### ESSENTIAL FUNCTIONS:

1. Implements curriculum within the established guidelines.
2. Designs and implements daily lesson/activity plans.
3. Supervises the children, classroom, and all activities.
4. Makes ongoing, systematic observations and evaluations of each child.
5. Maintains positive relationships and effective communication with parents. Engages parents as volunteers.
6. Maintains program site, equipment, and records.
7. Follow emergency procedures and safety precautions. Follow procedures for reporting all accidents, incidents, and hazards.
8. Attends and participates in family nights, program activities, staff meetings, and staff training.
9. Adhere to all policies, rules, and regulations as outlined in employee handbook and other communications. Obtain and maintain required trainings.
10. Accept additional assignments as deemed appropriate, within the scope of the job description.
11. Instructors must be able to work Monday-Friday one or both shifts: Before school care is from 5:50 am – 8:30 am or 5:50-7:30am; After school care is from 2:00 pm – 6:00 pm.

### YMCA COMPETENCIES (LEADER):

**Mission Advancement:** Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

**Collaboration:** Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

**Operational Effectiveness:** Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.



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**Personal Growth:** Pursues self-development that enhances job performance. Demonstrates an openness to change and seeks opportunities in the change process. Accurately assesses personal feelings, strengths, and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

## 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.

## QUALIFICATIONS:

1. At least 16 years of age.
2. Great and responsible with kids.
3. Previous experience working with children in a developmental setting preferred.
4. Ability to plan, organize, and implement age-appropriate/developmentally appropriate program activities preferred.
5. Previous experience with diverse populations preferred.
6. Ability to develop positive, authentic relationships with people from different backgrounds preferred.
7. Fulfillment of state-specific hiring standards required prior to direct contact with children.

## REQUIRED TRAININGS AND CERTIFICATIONS:

1. New Employee Orientation, within 30 days of hire.
2. Universal Precautions, within 30 days of hire.
3. Child Abuse Prevention, within 30 days of hire.
4. CPR/First Aid, within 30 days of hire.
5. First Aid, Blood borne Pathogens, and Child Abuse prevention training prior to direct contact with children.

## WORK ENVIRONMENT AND 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. Physical ability and stamina to perform the duties as outlined above, including but not limited to extended periods of sitting, standing, and walking, bending, stooping, reaching, lifting, and carrying up to 50 pounds. Ability to plan, lead and participate in activities.



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### ABUSE RISK MANAGEMENT:

1. Adheres to policies related to boundaries with youth.
2. Attends required abuse risk management training.
3. Reports suspicious and inappropriate behaviors.
4. Follows mandated abuse reporting requirements.
5. Adheres to job specific abuse risk management responsibilities.

### DISCLAIMER:

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification and subject to reasonable accommodation. This is not intended to be used as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. This document does not create an employment contract, implied or otherwise, other than "at will" employment relationship. The signature indicates that you have read and understand the job description provided for the position.

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Employee Name (Printed)

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

*The Duneland Family YMCA instills the values of caring, honesty, respect, and responsibility through programs and services that build a healthy spirit, mind, and body for all.*