



**BOYS & GIRLS CLUBS**  
OF PORTLAND METROPOLITAN AREA

## POSITION PROFILE

POSITION TITLE: YOUTH DEVELOPMENT MENTOR

REPORTS TO: PROGRAM DIRECTOR

CLASSIFICATION: PART TIME/NON-EXEMPT

Pay Rate: \$15.00

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**BGCP'S mission** is to empower all young people, especially those who need us most, to discover their full potential as caring, engaged, responsible community members. BGCP's top priorities are to ensure an inclusive, diverse and equitable work environment with an uncompromised commitment to safety. We are committed to filtering all policies and practices through an equity-based and trauma-informed care lens. We position ourselves as lifelong learners and seek individuals who have demonstrated dedication to creating safe and nurturing environments. We seek individuals who are dedicated to supporting extraordinary experiences for youth, are exceptional team members, have an investment in our surrounding communities, and are hungry for ongoing personal growth and professional development.

**Join our dynamic team** and be prepared to be challenged, to work hard, and to participate in a vibrant, mission-driven environment. Be prepared to fall in love with the work we do and the youth with whom we are privileged to serve each day. For more information on BGCP and our work visit: <http://bgcportland.org/about/>

**BGCP is currently searching for a Youth Development Mentor (YDM)** that focuses on the delivery of activities and mentorship to elementary-aged youth that supports their developmental growth toward a great future. YDMs plan and deliver programming to their age-based (early, middle, or late elementary) stable cohort of (10 max) youth in the Arts, Education, Character & Leadership, Health & Wellness, and Sports & Recreation. YDMs steward a climate that is inclusive, equitable, and culturally responsive and engage their cohort in trauma-informed, restorative, and developmentally appropriate behavior management and discipline.

\*Please note that our North Clackamas sites will be operating virtually until at least November 5<sup>th</sup>. Thus, we are looking for individuals that are able to work independently from home (BGCP can provide a computer if needed, however internet is required) and who will be comfortable transitioning to in-person programs when schools reopen.

## Position Qualifications

- A minimum of one-year experience (or equivalent in education) working with elementary-aged youth including program planning and implementation.
- Able to work with a diverse group of youths and adults.
- Can supervise a group of youth independently, including responding with calmness, empathy and sound judgement to unexpected situations.
- License to drive (if over 21) and ability to drive Club vans preferred but not required.
- All BGCP employees are Mandated Reporters and must report any suspected Child Abuse or Neglect to their direct supervisor.

- CPR certified a plus.
- Stable, consistent schedule availability highly preferred.
- Qualified applicants already aligned with the mission and top priorities of the Boys & Girls Clubs of Portland Metropolitan are highly encouraged to apply!

**Physical Requirements/Work Environment:**

- Frequent high volumes of personal interactions with youths, families and other staff.
- Frequent walking with prolonged standing.
- Must be able to sit, bend, stoop, climb and occasional lifting of up to 50#.
- Moderate to intermittent high levels of noise.
- Willingness to wear PPE and follow strict cleaning and sanitizing policies and procedures a must.
- Accommodation under the Americans with Disabilities Act: We gladly provide reasonable accommodation to anyone whose specific disability prevents them from completing an application or participating in this recruitment process. Please contact Yini Orebaugh with Human Resources at [yorebaugh@bgcportland.org](mailto:yorebaugh@bgcportland.org) in advance to request assistance.

*Diversity and Inclusion: At BGCP, we do not just accept difference; we value it and support it to create a culture of dignity and respect for our employees.*

*BGCP is proud to an Equal Opportunity Employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, disability, military status, national origin or any other characteristic protected under federal, state, or applicable local law.*

*Under Oregon Law, qualifying veterans may apply for veterans' preference.*