



POSITION DESCRIPTION - YOUTH MENTOR

Position: Youth Mentor

Reports to: Program Director

Compensation & Benefits:

The Youth Mentor will be compensated at a flat rate for the duration of employment, at \$125 per day. The Youth Mentor, along with all seasonal employees, will receive lodging and meals on site throughout the summer program. As a seasonal employee, the Youth Mentor will not receive medical or retirement benefits.

The Youth Mentor will be provided with personal growth and professional development opportunities throughout employment.

Overview: The Youth Mentor assists in implementation of Hills to Climb summer programming, helping to provide an exceptional, inspiring experience for youth campers. The Youth Mentor is responsible for supervision, mentorship and leadership of youth, while also assisting with program preparation and facilitation. *The Youth Mentor is a seasonal, exempt position.*

MAJOR DUTIES AND RESPONSIBILITIES

The Youth Mentor works with peers to assist the Program Director in execution of the Hills to Climb summer camp experience as outlined by the Executive Director, Program Advisory Committee and Board of Directors. Responsibilities include, but are not limited to:

Leadership & Mentorship:

- Provide oversight of and mentorship to campers, as appropriate.
- Resolve conflicts or disputes between parties in a professional manner.
- Collaborate with peers and teams to ensure a positive development environment for youth.
- Set a good example in character, decision making and demeanor.

Activity Facilitation:

- Execute aspects of the summer program curriculum, with excellence, as directed by the Program Director.
- Provide insight to the Program Director regarding participant interaction and feedback concerning the planned activities.
- Offer suggestions for changes to program curriculum, when appropriate.
- Facilitate large or small group activities and other programming, as appropriate and requested. Overall providing an enriching, inspiring and meaningful experience to all campers.
- Enforcing rules and ensuring safety is top priority in all activities.



Partnership & Collaboration:

- Work closely with partners and collaborators to provide a high-quality summer camp experience.
- As requested by the Program Director, coordinate with guest speakers, leaders of client groups, local contractors, and other collaborators to assist in execution of seamless programming.

KNOWLEDGE, SKILLS AND ABILITIES

- Must conduct themselves in a manner of highest professionalism.
- Must be open minded and culturally competent.
- Ability to exercise good judgment and self-control.
- Ability to effectively interact and communicate with camp staff, campers ages 12-18, and volunteers.
- Must demonstrate enthusiasm, trustworthiness, personal integrity and honesty.
- Must be able to work in a fast paced, hands on environment.
- Must be self-disciplined and organized to work independently and with limited supervision.
- Must have a passion for youth mentorship, forming relationships and teamwork.

QUALIFICATIONS

- Experience in a summer camp setting is preferred.
- Experience in developing and mentoring youth programming or in mental health services.
- Must have a love for the outdoors and outdoor recreation activities.
- Knowledge of and a passion for the health development of youth.
- Must be available for the entirety of the Hills to Climb summer experience, which includes several weeks in the month of July.
- Must complete required trainings and certifications prior to the start of camp.
- Must have a welcoming and charismatic personality.
- Ability to successfully pass a background check and other pre-employment screening.

PHYSICAL REQUIREMENTS include but are not limited to:

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.

- Able to lift & carry items up to 15 lbs.
- Able to sit at a desk comfortably for extended periods of time.
- Able to hear and speak to camp staff and campers.
- Able to see and read on computer screen and paper.
- Able to use hands and fingers to operate medical equipment, perform tests, etc.
- Ability to work in a constant state of alertness and safe manner.

EMPLOYEE ACKNOWLEDGMENT

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Signed

Date