



Job Posting: Youth Development Professional (YDP)

Department: Operations

Reports To: Unit Director

Position Type: Part-Time/Seasonal

Salary: DOQ

Application Deadline: Open until filled

Position Summary:

The Youth Development Professional (YDP) supports the mission of the Boys & Girls Club of Lac Courte Oreilles by creating a safe, culturally grounded, and nurturing environment for youth ages 6–18. This position integrates positive youth development practices with Ojibwe teachings, Tribal values, and community-based traditions. The YDP helps youth build strong identities rooted in culture, academic success, leadership, wellness, and respect for self, family, and community. The YDP serves not only as a program facilitator, but as a mentor, role model, and culture bearer who uplifts the Seven Grandfather Teachings: Love, Respect, Bravery, Truth, Honesty, Humility, and Wisdom.

Key Responsibilities:

Culturally Grounded Program Implementation:

- Plan and implement programs aligned with BGCA priority outcomes and Tribal values
- Integrate Ojibwe language, stories, seasonal teachings, and cultural activities into programming when appropriate
- Support cultural arts such as drumming, beading, regalia knowledge, traditional foods, and land-based education
- Collaborate with Elders, Cultural Coordinators, and community knowledge keepers
- Adapt activities to meet the developmental and cultural needs of youth

Youth Supervision & Safety:

- Always maintain line-of-sight supervision
- Ensure physical, emotional, and cultural safety of all youth

- Maintain appropriate staff-to-youth ratios
- Enforce Club expectations using restorative and trauma-informed practices
- Complete incident documentation and mandated reporting as required
- Ensure compliance with Tribal, state, and federal grant requirements

Relationship & Community Building:

- Build trusting, respectful relationships with youth and families
- Serve as a positive role model
- Encourage youth pride in their heritage and identity
- Communicate effectively with parents/guardians and caregivers
- Participating in community events, powwows, ceremonies (as appropriate), and outreach efforts

Academic & Workforce Readiness Support:

- Support homework help and academic enrichment
- Assist teens with leadership development, job readiness, resume building, and career exploration
- Connecting youth with Tribal departments, local employers, and community partners

Administrative & Compliance Duties:

- Track daily attendance and participation
- Collect required outcome data for grants (DPI, Tribal Youth programs, WIOA, 21st CCLC, etc.)
- Maintain organized program documentation
- Attend required training courses, including cultural competency and youth development training
- Perform other duties as assigned

Qualifications:

Required:

- High School Diploma or GED
- Experience working with youth
- Ability to pass background check
- Respect for and understanding of Native American culture and community

Preferred:

- Tribal member or strong connection to Tribal community
 - Knowledge of Ojibwe language and traditions
 - CPR/First Aid Certification
 - Training in trauma-informed care or restorative practices
 - Valid driver's license
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Skills & Competencies:

- Cultural humility and respect
 - Youth engagement and mentorship
 - Classroom and behavior management
 - Conflict resolution using restorative approaches
 - Collaboration with families and Tribal partners
 - Data tracking and documentation
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Work Environment:

- Work is primarily based at the Club, with frequent engagement in partner sites, and off-site events
 - Flexibility to adapt to youth scheduling and program needs
 - Standing, lifting, and moving in recreational and cultural activities
 - Ability to lift 25 pounds
 - Ability to supervise outdoor programming in varying weather conditions
 - Flexible part-time scheduling (includes evenings and some weekends depending on Club operations)
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Equal Opportunity Employer Statement:

The Boys & Girls Club of Lac Courte Oreilles is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status.

Disclaimer:

The information presented indicates the general nature and level of work expected of employees in this classification. It is not designed to contain, nor to be interpreted as, a comprehensive

inventory of all duties, responsibilities, qualifications, and objectives required of employees assigned to this job.