



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

KENTUCKY YMCA YOUTH ASSOCIATION

Job Title: **Spring Program Intern**
FLSA Status: Non-Exempt/Part Time

Reports to: Senior Program Director
Revision Date: January 2020

ORGANIZATION DESCRIPTION:

The Kentucky YMCA Youth Association develops engaged citizens and servant leaders inspired to affect change in their school, community, Commonwealth, nation and world. Through experiential learning, service and community activism, the Kentucky YMCA Youth Association fosters critical thinking, leadership, and social responsibility in teens. Students in our programs build communication skills and confidence while developing a network of meaningful relationships with diverse students from around the Commonwealth.

We are an established, professional and fun non-profit, working to empower teens in KY, our alums and our staff. Our team consists of hardworking and passionate professionals who excel in their career. Each day we strive to create a positive staff culture that allows for all employees to share their ideas, have fun, collaborate with others, work in a team and individually, plan their own schedules, and be creative. We are a Y for all and recognize strength in diversity.

POSITION SUMMARY:

Through in-depth involvement in program management and nonprofit operations, this position will play a vital role in the success of the Kentucky United Nations Assembly (KUNA) program and other spring programs such as the Metro Youth Advocates program (MYA). Under the guidance of the Program Director (KUNA) and Senior Program Director, this individual will be responsible for assisting with logistical preparatory support for KUNA and other spring programs. This position will also be responsible for general office tasks, including phone and email communication, printing and copying, and office supply management. This position may be involved in special projects and programs, depending on skill-set and interests. The spring program intern will also play a large role in creating and maintaining social media content for the organization on a regular basis. An understanding of the basic nature of the YMCA as an organization and the respective roles that are carried out by the volunteers and staff is essential.

ESSENTIAL FUNCTIONS:

1. Responsible for the creation of social media content and storytelling for all social media outlets.
2. Ability to learn Y branding and voice to establish cohesion through all social media postings.
3. Secures food and materials for all major program events for staff, volunteers and students.
4. Owns staff food database and office food and supplies.
5. Communicates with vendors to ensure supplies are purchased in reasonable time for events.
6. Contributor to program content pre, post and during programs.
7. Responsible for understanding program curriculum.
8. Ability to stay organized with receipts and expenses.

The Y: We're for youth development, healthy living, and social responsibility.

YMCA JOB DESCRIPTION FOR SUMMER INTERN

9. Ability to communicate efficiently via phone with participants and teachers.
10. Dedication to learn movie processing to create the video for KUNA.
11. Organizational and time management skills are necessary in order to maintain a pack list.
12. Individual self starter and excellent team collaborator
13. Prepares and supports spring conference programs, alongside YMCA staff.
14. Perform essential office duties, including email and phone communications.
15. Design and execute an independent project or projects under the supervision of staff.
16. Professionally represent the YMCA in the community
17. This position requires regular travel to the Kentucky YMCA office in Frankfort, conference facility locations, and other venues throughout the state of Kentucky. Can expect 30% travel, and must have reliable transportation. An ideal candidate could come into the Frankfort office on Mondays and Wednesdays. Other office days may be needed in busy program prep seasons.

QUALIFICATIONS:

1. The KY YMCA is committed to a diverse workplace and is seeking a diverse pool of qualified candidates.
2. High School Diploma or GED
3. Able to travel 30% of the duration of the internship
4. Previous experience working with middle and high school students preferred
5. Ability to drive and access reliable transportation to Frankfort office and program venues
6. Proficient use of Microsoft Office, particularly Word and Excel.
7. Ability to lift and move 35 pounds, have good mobility, and maintain high level of energy over an extended period of time.
8. Availability to work from Frankfort office two days a week.
9. Ability to communicate clearly to large groups, over phone, and via email.
10. Understanding of the nature and purpose of the YMCA and the respective roles of volunteers and staff.
11. Ability to relate effectively to diverse groups of people from all social and economic segments of the community; track record of building authentic, constructive relationships with others

BENEFITS:

1. Pay commensurate with qualifications/experience.
2. Fun team atmosphere.
3. Results oriented, flexible work environment with some ability to work remotely.
4. Fun and energetic team environment.
5. Staff culture focused on professional development, quality results, high impact programs, celebrating staff successes, and happy employees.

YMCA COMPETENCIES:

Mission Advancement: Models and teaches the Y's values of caring, honest, respect, and responsibility. Cultivates and retains the trust of others through direct and honest interaction. Engages community members in a way that builds commitment and loyalty in the work of the Y.

Collaboration: Advocates for inclusion and diversity throughout the organization. Appropriately addresses and corrects behaviors and practices that don't support inclusion. Helps build effective teams and community partnerships by fostering a common vision. Manages conflict constructively, with team and community. Assesses team dynamics and takes appropriate actions to engage team in ongoing work. Communicates needs and goals effectively, while demonstrating empathic listening for others. Able to tell the story of the Kentucky YMCA's cause and impact in the community.

Operational Effectiveness: Able to analyze, comprehend, and articulate operational goals and strategies of the organization. Able to anticipate likely outcomes and decide best course of action, while balancing risks and implications across multiple projects. Incorporates creative thinking and discussion techniques to meetings and brainstorming. Builds perspective by engaging others in open dialogue. Sets the norm of continuous improvement. Willing and excels in self-management of multiple ongoing projects, and setting clear goals and processes. Holds self and team accountable for high-quality, timely, and cost-effective results.

Personal Growth: Has a passion for learning that drives the pursuit of new knowledge and ideas. Listens and observes to gain new insight and continually improve performance. Actively supports and remains accessible to others during times of change or stress (e.g. conference seasons). Manages emotions appropriately and avoids becoming defensive or asserting inappropriate control when under pressure. Approaches others and addresses sensitive issues in a productive and non-threatening manner. Has functional knowledge to complete the job, and uses best practices as a framework to improve performance.