

## YMCA of the Northern Territory

### Position Description

<b>Position Title:</b>	Y Camping Instructor
<b>Position Location:</b>	Y Camping (Darwin and Palmerston)
<b>Department:</b>	Youth and Community Services
<b>Reports To:</b>	Camping Coordinator
<b>Direct Reports:</b>	Nil

#### 1. Introduction

Everyone at the YMCA of the Northern Territory is dedicated to making a positive community impact in all the work we do. From childcare, to before and after school care, from recreation and aquatics, to accommodation and youth services, we believe in the power of inspired young people. Whether they are in our care, participate in our programs, or work for us, we work to empower young people to be all they can be.

Our Youth and Community Services operate across the Territory. We manage the YMCA Hostel in Darwin, providing affordable accommodation for people at risk of homelessness. We deliver empowering youth services in Darwin, Palmerston, Katherine and Alice Springs, and we deliver a range of community programs including the Defence Communities program.

#### Y Camping

The Y runs a range of camps for young people in the Darwin / Palmerston area. Y Camps are safe and empowering spaces for young people to participate in activities, skill development, leadership opportunities, and outdoor experiences.

#### 2. The role

As Y Camping Instructor, you support the delivery of youth camps and activity days. You build positive connections with young people and provide mentorship, guidance and a listening ear. You plan, develop and facilitate safe and engaging activities while on program. You encourage and support young people to participate and step safely outside their comfort zone to try new things.

Through your actions, you make Y Camping programs a safe and supportive experience. You supervise behaviour and deescalate situations when they arise, using clear, calm communication.

### 3. Key performance indicators

- **Empowered young people**  
Young people's voices, opinions and feedback is listened to, valued, and embedded in Y Camping programs. Young people are encouraged and empowered to take responsibility and develop independence.
- **A safe space for young people**  
The supervision and safety of young people is a priority. Staff intervene calmly and deescalate behaviour before negative situations develop.
- **Young people engaged in positive activities**  
A range of activities and programs are delivered on camps with and for young people.
- **An inclusive and culturally-safe space for young people**  
All young people feel welcome. Culture and diversity are celebrated. Staff understand the unique needs of at-risk young people and use a strengths-based, trauma-informed framework.

### 4. Characteristics and qualities required

- Strengths-focused, 'can-do' attitude
- Positive role model in the community, actively demonstrating the Y's values.
- Team player – supporting your co-workers
- Take initiative and be proactive
- Passionate about the outdoors and camping experiences

### 5. How we work – our values

At the Y of the NT, we undertake all our work, guided by a set of core values:

- We value the whole person, consisting of a body, a mind and a spirit each of which is of equal importance.
- We value the dignity and intrinsic worth of all people regardless of age, gender, ethnicity, belief or other difference.
- We value diversity of people, communities and nations.
- We value equality of opportunity and justice for all people.
- We value healthy communities based on relationships between people which are characterised by love, understanding and mutual respect.
- We value acceptance of personal responsibility.

These core values translate into four key operational values:

***Honesty – Respect – Caring – Responsibility***

## 6. Safeguarding Children and Young People

The Y Northern Territory is strongly committed to the safeguarding of children and young people. As part of our team, you will champion children and young people's safety and wellbeing by:

- Adhering to, and maintaining a working knowledge of, the Y Northern Territory Code of Conduct, and all policies, procedures and strategies relating to the safeguarding children and young people.
- Supervising children and young people at Y programs, services and facilities.
- Acting as an extended guardian towards children and young people where you have interactions and at all times taking reasonable steps to prevent abuse and neglect.
- Reporting any suspicions, concerns, allegations or disclosures of alleged child abuse or neglect in line with Safeguarding Reporting Policy and child protection legislation.
- Actively involving children and young people in feedback processes, the development of new programs, and the creation and implementation of policies relating to children and young people, using standardised practices and resources.
- Actively promoting cultural safety for children and young people from CALD, ATSI, LGBTQIA+ communities and those with disabilities.
- Declaring anything you become aware of through the course of your engagement with the Y which a reasonable person would consider could impede your suitability to have contact with children and young people.

## 7. What you bring to the role

- Certificate III in Community Services, Youth Work, Outdoor Education or equivalent, or willingness to obtain.
- Ability to work evenings and weekends.
- Experience working with young people from diverse backgrounds, in particular at-risk young people and Aboriginal and Torres Strait Islander young people.
- Experience planning, facilitating and evaluating activities.
- Love of the outdoors and camping experiences.
- Current First Aid certification.
- NT Driver's Licence (preferred)
- Suicide prevention training (preferred)
- Trauma informed care and practice training (preferred)
- Cultural Awareness training (preferred)

## 8. Mandatory requirements of employment (to be maintained throughout your employment)

- Hold a valid Working with Children Clearance.
- Hold a satisfactory Criminal History Check.
- Complete Y Safeguarding Children and Young People training and refreshers as directed.
- Hold current CPR certification.



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inspired young people

## 9. Position Acceptance

I have read and understood the duties and requirements of my position as described above. By signing this position description I agree to and acknowledge the expectations required of me.

Please note, this position description is a guide and does not limit the requirements or tasks of your role with the Y Northern Territory.

Employee's Name \_\_\_\_\_

Date \_\_\_\_\_

Employee's Signature \_\_\_\_\_