

YMCA of the Northern Territory

Position Description

Position Title:	Y Camping Leader
Position Location:	Y Camping (Darwin and Palmerston)
Department:	Youth and Community Services
Reports To:	Camping Coordinator
Direct Reports:	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 Leader, you are responsible for the successful delivery of youth camps and activity days. You build positive connections with young people and provide mentorship, guidance and a listening ear.

You coordinate positive activities and experiences for young people, provide support and guidance to other staff and volunteers, and you ensure the camp runs smoothly and to schedule.

Your conflict resolution skills and your ability to manage challenging behaviours and situations ensure Y Camping programs are safe, supportive spaces for all young people.

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.
- **Staff and volunteers grow their skills and confidence**
Guidance and mentorship is provided to other staff in the team. Best-practice techniques are shared, discussed, and adopted. There is a team culture of continual learning and growth.
- **Young people engaged in safe, positive activities**
A range of activities and programs are delivered on camps with and for young people.
- **Camping programs run smoothly**
Camping programs are well organised and well executed. Everyone understand their role and responsibilities and are supported to deliver the program outcomes.
- **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

- Demonstrates strong, calm leadership in high pressure situations
- Positive role model in the community, actively demonstrating the Y's values.
- Empowers and uplifts young people, staff and volunteers
- 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 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 leading camps and 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.



We believe in the power of
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 _____