

Lead Youth Development Professional- Site Director Track

Boys & Girls Club of Greater Shasta (BGCGS)

Summer Position with Full-Time Leadership Opportunity (August 2026)

Position Overview

The Lead Youth Development Professional (Site Director Track) is a key summer role designed to support program quality across all age groups while building toward a future Site Director position.

This position serves as a **program-wide floater and leadership support role**, working directly with Site Directors to help run daily operations while gaining hands-on experience in all aspects of the program. The Lead YDP will rotate through all classrooms (TK–8th grade), support staff and members, and develop a full understanding of how a successful site operates.

This role is intentionally structured as a **pathway into a full-time Site Director or leadership-level role beginning August 2026**, with an anticipated focus on **4th–8th grade** programming, based on performance and readiness.

Key Responsibilities

Program Floater & Youth Development Lead

- Rotate between all program areas (TK, K–1, 2–3, 4–5, 6–8) to support staffing needs and maintain ratios
- Step into classrooms as needed to lead activities and manage groups
- Ensure consistency, structure, and engagement across all age groups
- Build strong relationships with members and maintain a positive, safe environment

Site Director Support

- Work alongside Site Directors to support daily program operations
- Assist with:
 - Staff coverage and transitions
 - Daily schedule flow and implementation
 - Behavior management, including higher-level situations
 - Parent interactions when appropriate
- Act as an additional leadership presence on the floor to support staff and ensure program quality

Leadership Development (Site Director Track)

- Shadow Site Directors and Unit Director to learn day-to-day operations
- Gain hands-on experience in:
 - Staff leadership and support
 - Program structure and planning
 - Behavior management systems
 - Parent communication and conflict resolution
- Take on increasing leadership responsibilities throughout the summer

Operations & Program Support

- Assist with attendance tracking and accountability systems
- Support daily setup, transitions, and end-of-day procedures
- Help maintain organized, safe, and efficient program spaces

Site Director Track Expectations

This role is designed to transition into a **Site Director or leadership-level position**- with an anticipated focus on 4th–8th grade programming

To be considered for a full-time role starting August 2026, candidates must demonstrate:

- Ability to support and manage multiple program areas
- Strong leadership with youth and staff
- Confidence handling behavior situations and problem-solving in real time
- Clear, professional communication with families and team members
- Initiative, accountability, and reliability
- Alignment with BGCGS culture and mission

Qualifications

- Experience working with youth (afterschool programs, camps, education, or similar)
- Strong leadership potential and interest in growing into a long term leadership role
- Ability to adapt quickly and support multiple environments
- Strong communication and problem-solving skills

Preferred Qualifications:

- Associate's or Bachelor's degree in a related field (education, recreation, child development, psychology, or similar), or equivalent experience
- **2+ years of experience working in youth programs or related settings**
- **1+ year of leadership or supervisory experience** (lead staff, coordinator, or similar role)

We are willing to train the right candidate who demonstrates strong leadership potential and alignment with our mission.

Schedule & Compensation

- Full-time summer position (aligned with BGCGS summer program schedule)
- Compensation based on experience (\$18-\$20 per hour)

Growth Opportunity

High-performing candidates will be considered for:

- **Full-Time Site Director or Leadership Roles (Starting August 2026)**
 - \$20-\$23 per hour

Why This Role Matters

As BGCGS continues to grow and expand into new communities, this role helps ensure strong summer programming while developing future leaders who will support and lead our sites moving forward.