

**BUILDING RESILIENCE.  
CHANGING THE NARRATIVE.  
BREAKING THE CYCLE OF POVERTY.**

## Youth Mentor Job Description

### Volunteer

**Position Title:** Youth Mentor

**Reports To:** Program Director

**Salary:** Volunteer

**About The Resilient Project:**

The Resilient Project, a faith based 501-(c)(3) non-profit organization, is a mentoring program that is working to transform the lives of youth in under-resourced communities by putting them on a trajectory to succeed. Our program matches youth with healthy supportive mentors who impart the life skills necessary for them to build resilience and reach their educational and professional goals. We provide youth with opportunities and resources that they have not been afforded so that they can overcome the many economic and social obstacles that they face. Many of the youth entering our program are full of untapped potential and we are committed to helping them identify and develop their gifts so that they can reach their highest potential and walk in the calling that God has for them. The Resilient Project is empowering children to break the cycle of poverty by equipping them to rise above their circumstances.

**Job Purpose:**

At The Resilient Project we take a holistic approach to mentoring. We believe that intervention and prevention are imperative to mitigating the negative impact that trauma has on early childhood development. Through mentorship, we provide a strong support system and a safe nurturing environment that promotes healing and empowers youth to cultivate and develop resilience. Safe, stable and nurturing relationships are one of the most important factors in building resilience, and they are essential to ensure that the kids in our program are able to thrive and reach their full potential. Our mentors work with mentees and their caregivers on strategies that support cognitive, social, emotional and physical development so that our youth can successfully cope with life's challenges, regulate stress, and process their emotions and feelings in a healthy way without turning to maladaptive coping mechanisms.

## **Key Responsibilities:**

Each of our Mentors develops safe, stable and nurturing relationships (SSNRs) with 1-2 mentees utilizing trauma informed training. This means:

- Set positive expectations.
- Nurture and help mentees to identify and develop their individual strengths, talents and abilities.
- Help assure physical and emotional well-being.
- Teach life and academic skills.
- Support youth and their families, and connect them to other services and resources.
- Model responsible behavior.
- Each Mentor will spend approximately 2-4 hours per week with each mentee and participate in activities that promote child development.
- Attend monthly team meetings.
- Track time involved with mentees and report to the Program Director.
- Understand and make a written commitment to follow The Resilient Project policies and procedures outlined in the employee Handbook.
- Inform Program Director of any incident reports or changes in mentee behavior, concerns, or questions.

## **Qualifications:**

- Mentors must be 18 years of age with a minimum of AA degree, BA strongly preferred.
- At least 2 years' experience working with youth who have experienced ACE's.
- Experience working with youth from under-resourced communities.
- Good relationship building skills and ability to maintain constructive relationship boundaries with mentee, mentee's family, and The Resilient Project staff.
- Ability and commitment to maintain confidentiality and act in a manner that is consistent with The Resilient Project policies and procedures.
- Must be comfortable using web-based data management tools.
- Proficiency with Gsuites, Excel, Word & Calendar
- Must possess a mission-driven growth mindset, and a commitment to lifelong learning
- Must pass drug screening, fingerprint, and background checks.
- Must have your own vehicle, safe driving record and valid driver's license.
- Hours may vary at times, but flexibility and reliability is essential.

## **Working conditions:**

This position may be called upon and must be capable of de-escalation and crisis intervention involving youth and/or family members working through trauma.

## **Training and Support:**

The Resilient Project will provide orientation and training for all mentors. Mentors will report to the Program Director who will provide ongoing supervision and be available for consultation. Mentors will meet as a group bi-weekly to check in and discuss issues as well as receive training on pertinent topics. The Resilient Project may require drug tests, criminal background checks, registered sex offender checks, and or motor vehicle record checks at any time throughout the mentor's service with The Resilient Project.

### **Compensation and benefits:**

This Position comes with a monthly stipend which includes reimbursement for mileage, cellphone and other mentor-related expenses.

### **Statement of Faith:**

The Resilient Project is a faith-based organization. We believe that every child has intrinsic value and God has a purpose and a plan for their future. Their identity is not defined by the trauma they have experienced, and their future should not be determined by those experiences either. Every child deserves to be a part of a community that fills them with a sense of belonging and hope. At the Resilient Project, we are devoted to being a place where that hope, belonging and healing is tangible for every child we serve. We hold to the historic teachings of Christian orthodoxy as articulated in the Apostles Creed and the Nicene Creed. The board of directors, along with the faculty and staff of The Resilient Project, are committed to an evangelical interpretation and application of the Christian faith. All employees are expected to understand and adhere to the following articles of belief:

- That the Holy Bible is the inspired, infallible and authoritative source of Christian doctrine and precept.
- That there is one God, eternally existent in the three persons: Father, Son and Holy Spirit.
- That man was created in the image of God but, as a result of sin, is lost and powerless to save himself.
- That the only hope for man is to believe on the Lord Jesus Christ, the virgin-born Son of God, who died to take upon Himself the punishment for the sin of mankind, and who rose from the dead so that by receiving Him as Savior and Lord, man is redeemed by His blood.
- That Jesus Christ will personally return to earth in power and glory.
- That the Holy Spirit indwells those who receive Christ for the purpose of enabling them to live righteous and holy lives.
- That the Church is the Body of Christ and is comprised of all those who, through belief in Christ, have been spiritually regenerated by the indwelling Holy Spirit. The mission of the Church is worldwide evangelism and nurturing and discipling of Christians.

Please submit your statement of faith with the rest of your application.

### **Mentor Application Process:**

- Submit resume, cover letter, and statement of faith
- Interview with The Resilient Project Staff
- employment is contingent upon passing a pre-employment drug screening, Criminal Background Check, Registered Sex Offender Check, and Motor Vehicle Record Check.

**To apply:**

Please submit your resume and a cover letter explaining your relevant skills and experience related to this position, as well as your statement of faith and why you want to work at The Resilient Project. Position open until filled.

*The Resilient Project is committed to our community, equity, and diversity in our workplace. We seek a broad and diverse pool of candidates and strongly believe that our organization benefits from the perspectives and talents of a diverse staff.*