

## Beyond the Bell (BTB) After-school Instructor

<b>Hourly Rate:</b> \$18.71/hour with eligibility for a \$1.50 per hour premium for hours worked in direct program delivery at the Six Nations BTB locations.	<b>Location:</b> Various schools in Six Nations of the Grand River (Ohsweken, Ontario).
<b>Work Hours:</b> Up to 29 hours per week.	<b>Employment Type:</b> Part-time fixed term contract
<b>Deadline to apply:</b> On-going	<b>Department:</b> Community Outreach
<b>Placement:</b> August 2025 – June 2026	<b>No. of Vacancies:</b> 04

### Program Description:

Beyond the Bell is a Community Outreach program serving vulnerable populations in underserved communities, where educators provide learning enrichment activities to the children we serve.

### Position Description:

The After-School Program Instructor reports directly to the Manager, Beyond of the Bell (BTB) and Indigenous Partnerships. This position is responsible for the supervision of children in grades 1 to 5, creating and delivering safe, age-appropriate after school programming designed to empower students to reach their full potential and succeed in their education.

Strong performers will be offered professional growth and leadership opportunities through community engagement and program development initiatives.

This is a great opportunity for an individual with a high level of interest in working with the YMCA HBB as a charitable organization.

### What You'll Do:

- Deliver safe and quality programs for participants, in collaboration with other staff, to ensure compliance with established YMCA policies, procedures, best practices, and program standards.
- Design and implement child-centered and individualized activity plans that meet the individual developmental needs of participants, and academic goals of the program.
- Complete and submit weekly activity plans and daily documentation with a focus on detail and accuracy.
- Provide homework support to children in grades 1-5 who are experiencing academic difficulties, as required.
- Identify problems and ensure issues are addressed by the appropriate supervisor/manager.
- Organize and maintain program supplies and inventory.
- Attend staff training and professional development activities, as required.
- This position requires availability to work between the hours of 2:15 p.m. and 5:30 p.m. (shift times vary based on school location) Monday to Friday, with ability to maintain a flexible

schedule to manage issues, concerns, and problems as they may arise.

- Programs are based out of a shared space within the school, therefore, requiring movement and set up of equipment on a daily, weekly, and/or monthly basis.

#### **What You'll Bring:**

- A minimum of 6 months' experience working with children in direct program delivery.
- Enrollment in a post-secondary program in Child and Youth Studies, Recreation and Leisure, or a related field is preferred.
- Experience working directly with children with different learning abilities and/or other special needs, and vulnerable populations.
- Experience and sensitivity in dealing with members of different cultural and racial backgrounds, including visible and invisible dimensions of diversity.
- Ability to actively engage children, employing a child-centered and interest-based approach.
- Effective time management skills; must be able to plan and prioritize work assignments.
- Strong communication and problem-solving skills.
- Self-motivated and able to work well independently and in a team environment.
- Valid Standard First Aid and CPR-C including AED training certificate is required

This position requires a commitment to the YMCA HBB mission and core values of: Inclusion, Caring, Honesty, Respect and Responsibility, as well as a commitment to building developmental assets in children and adults.

All offers of employment will be subject to the provision that the successful incumbent provides the YMCA of Hamilton|Burlington|Brantford with a current and satisfactory Police Records Check. Positions responsible for the direct supervision of children and/or vulnerable persons will be required, in addition to a Police Records Check, to provide a Vulnerable Sector Screening Report at the time of hire. Police Records Checks are reviewed on an individual basis, and the offence(s), if any, is considered in the decision-making process in relation to the requirement of working with children; therefore, not eliminating all candidates with a record from being offered a position.

#### **Organizational Overview**

As one of the largest charitable community service organizations in Canada, the YMCA of Hamilton|Burlington|Brantford responds to critical social needs in the community and works to provide solutions. By nurturing the potential of children, youth and adults, the YMCA HBB connects people to life-building opportunities, to each other and enhances their quality of life. We foster social responsibility and healthy living. The YMCA HBB works collectively with community partners that share the YMCA HBB's determination in strengthening the foundations of community for all people.

#### **Qualifications**

<b>Required Behaviors</b>	<b>Preferred Behaviors</b>
<i>Enthusiastic:</i> <ul style="list-style-type: none"><li>• Shows intense and eager enjoyment and interest</li></ul>	<i>Detail Oriented:</i> <ul style="list-style-type: none"><li>• Capable of carrying out a given task with all details necessary to get the task done well</li></ul>

<p><i>Team Player:</i></p> <ul style="list-style-type: none"> <li>• Works well as a member of a group</li> </ul> <p><i>Dedicated:</i></p> <ul style="list-style-type: none"> <li>• Devoted to a task or purpose with loyalty or integrity</li> </ul>	<p><i>Innovative:</i></p> <ul style="list-style-type: none"> <li>• Consistently introduces new ideas and demonstrates original thinking</li> </ul>
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Required Motivations	Preferred Motivations
<p><i>Growth Opportunities:</i></p> <ul style="list-style-type: none"> <li>• Inspired to perform well by the chance to take on more responsibility</li> </ul> <p><i>Making an Impact:</i></p> <ul style="list-style-type: none"> <li>• Inspired to perform well by the ability to contribute to the success of a project or the organization</li> </ul>	<p><i>Work-Life Balance:</i></p> <ul style="list-style-type: none"> <li>• Inspired to perform well by having ample time to pursue work and interests outside of work</li> </ul> <p><i>Flexibility:</i></p> <ul style="list-style-type: none"> <li>• Inspired to perform well when granted the ability to set your own schedule and goals</li> </ul>

Required Experience	Preferred Experience
<ul style="list-style-type: none"> <li>• Ability to actively engage children, employing a child-centered and interest-based approach.</li> <li>• 6 months' experience working with children in direct program delivery.</li> <li>• Experience and sensitivity in dealing with members of different cultural and racial backgrounds, including visible and invisible dimensions of diversity.</li> <li>• Experience working directly with children with different learning abilities and/or other special needs, and vulnerable populations.</li> </ul>	<ul style="list-style-type: none"> <li>• Self-motivated and able to work well independently and in a team environment</li> </ul>

**Interested in applying?** Please submit your resume and complete our online application form by following this link: [After-School Program Instructor | Job Opportunities](#)

The YMCA of Hamilton | Burlington | Brantford is committed to creating an inclusive, diverse, equitable and accessible environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or neurodiversity.

We understand the social barriers preventing individuals from applying for open roles. We encourage those from the Indigenous, 2SLGBTQIA+, BIPOC, and Disabled communities to apply.

If you need any accommodation throughout the recruitment process, please do not hesitate to contact our People, Leadership and Culture Department (PLC) at [plc@ymcahbb.ca](mailto:plc@ymcahbb.ca)