



Position Description

Position Title: Becoming A Man (BAM) Counselor

Department: Counseling

Reports to: BAM Supervisor

FLSA Status: Exempt

Date created:

Date last updated:03/2019

Position Summary

Becoming A Man (BAM) Counselors are responsible for guiding young men in grades 7 – 12 to learn, internalize, and practice social skills, make responsible decisions for their future, and become positive members of their school and community. BAM Counselors do this by providing the young men with the mindsets, values and abilities they need to develop into healthy, responsible young men and thrive.

Essential Duties/Responsibilities

- Work in collaboration with BAM Supervisor and school administration to recruit and build relationships with up to 60 school-based youth to participate in the BAM program.
- Lead and facilitate 4 – 5 weekly BAM groups during the school-day, utilizing youth engagement, clinical counseling and men’s rites of passages skills.
- Provide individualized supports to all BAM participants, and provide individual, family and crisis counseling sessions to students on an as needed basis.
- Participate in monthly staff development trainings and team meetings on the evidence-based BAM curriculum and other topics relevant to working with youth.
- Participate in supervision and coaching to ensure fidelity of program delivery.
- Document all interactions with youth, including group and individual case notes, clinical assessments, brief encounters, special events, program consents, pre/post surveys and monthly program narratives based on program protocol.
- Work jointly with BAM supervisor to manage an annual program budget to plan and execute field trips and special events for students throughout school year and summer.
- Collaborate with school administration, teachers, and other Youth Guidance programs to provide, and participate in professional development sessions.
- Collaborate and/or coordinate services with the Local School Council, Youth Guidance Parent Family Engagement team and school parent engagement team.

The above is intended to describe the general content of and requirements for the performance of this job. It is not intended to be an exhaustive statement of duties, responsibilities or requirements. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.

Minimum Qualifications

Education/Experience/Training

- Bachelor's degree from an approved accredited university and minimum of two years of youth engagement experience.
- Master's Degree in social work, counseling or a related human service field from an approved accredited university and one year of youth engagement experience preferred
- Minimum of two years' experience providing supervised group counseling.

Skills/Abilities

- Completion of BAM curriculum training.
- Ability to commit to the continuous improvement of service quality and the organization's mission.
- Ability to maintain positive relationships with various stakeholders.
- Succinct written and verbal communication skills.
- Ability to function well in group and team settings.
- Ability to demonstrate interpersonal skills that excel in cultural sensitivity and respect for differences.
- Ability to pass criminal background and sex offender checks.
- Willingness to occasionally participate in youth sports activities.
- Proficient in the use of Microsoft Office products (Outlook, Word, Excel, and PowerPoint).
- Knowledge of advanced psychological concepts (e.g. CBT, Clinical Processing, Modeling and Group Development) preferred.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is required to stand for sustained periods of time, frequently talk, hear, use hands and fingers to feel, handle and operate objects or controls, and occasionally stand, bend, stoop, kneel and crouch
- The employee is required to have close visual acuity to perform an activity such as: preparing and analyzing data and figures, transcribing, and viewing a computer terminal
- The employee may occasionally lift and/or move up to 25 pounds

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The duties performed are primarily in a school setting. Occasional need for local travel.

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