



BOYS & GIRLS CLUBS
OF METRO SOUTH

Youth Resource Director-Brockton Clubhouse

Boys & Girls Clubs of Metro South is the preeminent youth development organization in Southeastern Massachusetts, serving more than 2,500 youth annually from infancy to adulthood from nearly 50 zip codes at our Clubhouses in Brockton and Taunton, 100-acre Camp Riverside property, and at several community extension sites across the region. BGCMS is fueled by a critical mission *"to nurture strong minds, healthy bodies and community spirit through youth-driven, high-impact programming in safe and fun environments"* to ensure that every child in need of support, opportunity, and belonging has a positive place to spend their out-of-school hours. We hold an intrinsic belief that every child deserves an equal chance to pursue the American Dream – to have a genuine opportunity to realize their full potential to achieve a great future.

The Youth Resource Director reporting to the Clubhouse Executive Director is responsible for Club leadership in addressing the psychological and social well-being of our youth. Our social-emotional focus is non-clinical and centered on everyday growth, self-awareness, and relationship skills among our youth and teens. We support personal development and well-being in practical, strength-based ways rather than providing clinical diagnosis or treatment.

The Youth Resource Director responsibilities include providing information to youth, parents, and staff, advising youth with personal and psychological issues, and addressing relevant issues in the group childcare setting and school, such as school attendance, illegal drugs, teen pregnancy, and social adjustment issues. The Youth Resource Director will work with youth in multiple disciplines including one-on-one, small group, or club-wide interventions. Additionally, family engagement, including referral services, will be a priority for the role.

ESSENTIAL FUNCTIONS:

This list below includes essential functions that may or may not be assigned to an individual within this role. They are, however, all areas of focus that fall under the umbrella of this position. These duties do not necessarily constitute a full list of responsibilities.

- Responsible for development, deployment, and evaluation of the collective organizational goals outlined withing our Culture of Care. This includes the assistance and development of policies and procedures to promote collective responsibility.
- Advising youth with personal and psychological issues that affect their performance, behavior, and socialization in school and community.
- Providing advising sessions, treatment plans, or workshops as necessary and establishing prevention programs and intervention plans. This includes both internal and external partnerships and facilitation in partnership with key stakeholders and partners.
- Communicating with youth to determine the areas in which they may need assistance or advice. Additionally, the Youth Resource Director will provide resources and referrals for families in various areas of need.
- Assisting staff and parents with behavioral and attitude issues by communicating with youth to find the causes of their distress.
- Providing information, when appropriate, to outside support services to help youth with economic, emotional, or physical issues.
- Assisting at-risk youth or youth with disabilities.
- Communicating with parents, teachers, club staff, and administrators to understand youths' challenges.

- Oversight and responsibility for Club awarded grants and requirements in conjunction with the Advancement Department.
- Maintaining case files and reports to track youths' progress and problems.
- Helping youth and families suffering from abuse, violence, hunger, or homelessness to access resources like shelters, food banks, and medical care.

QUALIFICATIONS:

- A Bachelor's or Master's degree or equivalent experience
- Minimum of a valid MA LSW licensure
- Experience in school social work, family services or youth development will be advantageous.
- Positive relationships with relevant social services, and the ability to expand the current scope of community relationships.
- Comprehensive knowledge of program planning, organizational design, budgeting, and administrative operations.
- Demonstrated experience managing a high-performing team of direct service staff.
- Superior organizational skills, attention to detail, and project management experience, including the ability to work efficiently and effectively to meet deadlines in a cross-functional, team-based environment.
- Demonstrated resource management, budgeting, and analytical skills – including the ability to compile and analyze data for planning and reporting purposes.
- Technological proficiency, including a command of the Microsoft Office Suite, and familiarity with using a database to track and extract information.
- Exemplary communication skills (written and verbal) are needed, including the ability to present in front of large groups, interact with and motivate stakeholders, represent the organization at community events and meetings, and write professionally in emails, etc.
- Ability to relate effectively to diverse groups of people (staff, families, youth, etc.) and a track record of building and sustaining meaningful relationships with individuals and teams from all socioeconomic backgrounds.
- Commitment to professionalism includes high expectations and standards of quality, a strong work ethic and personal code of ethics, accountability, and dependability.
- Self-motivated and goal-oriented with the ability to set effective objectives for teams and individuals and take ownership for results.
- Demonstrated commitment to the values of diversity, inclusiveness, and empowerment.
- Expected to provide leadership daily in a normal eight-hour day and occasional night and weekend hours. This position does not provide remote work options.
- Certifications: As outlined in BGCMS Training Academy upon hire or within allocated training timelines.
- This position requires a valid driver's license and will require frequent local travel.

How to Apply:

Please email your cover letter and resume to lfranklin@bgcmetrosouth.org or mail to:

LaKeisha Franklin | Executive Director
Boys & Girls Clubs of Metro South | Brockton Clubhouse
233 Warren Avenue | Brockton, MA 02780

Salary Range:

\$58,000-\$64,000

Benefits: Medical, Dental, STD, LTD, Life, 401k, AFLAC Supplemental Insurance, Tuition Assistance, Program Discounts, etc.

Anticipated Search Process:

- Job Announced: June 18, 2026
- Resumes reviewed on a rolling basis through: July 17, 2026
- Selection made: July/August 2026
- Start Date (anticipated): Late August 2026

DISCLAIMER: The information presented indicates the general nature and level of work expected of employees in this classification. It is not designed to contain, or to be interpreted as, a comprehensive inventory of all duties, responsibilities, qualifications and objectives required of employees assigned to this job. All offers are contingent upon passing a thorough background check including a CORI, SORI and National Criminal History Background check. Boys & Girls Clubs of Metro South is an Equal Opportunity Employer.