



**Orange County Department of Education  
Human Resources Department  
Classified Management Class Specification**

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**Program Specialist, Youth Development Programs**

**Class Code: 1552  
Work Days: 210**

**GENERAL PURPOSE**

Support the development, implementation, and management of youth development programs, including educational programs for school districts and community organizations; serve as a county representative to school districts and community agencies to promote mental health and wellness; and provide responsible and complex assistance to higher level management staff.

**SUPERVISION RECEIVED AND EXERCISED**

1. Receives direction from higher level management staff.
2. Exercises direct supervision over professional, technical, and clerical staff.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

*This position description is intended to describe the general nature and level of work being performed by an employee assigned to this position. This description is not an exhaustive list of all duties, responsibilities, knowledge, skills, abilities, and working conditions associated with this position. All requirements are subject to possible modification to reasonably accommodate individuals with a disability.*

1. Provide direction for the implementation of program goals, objectives, and strategic plan; establish schedules and methods for providing specialized services; implement policies and procedures.
  2. Plan and coordinate countywide youth development programs and facilitate activities to support educational programs.
  3. Develop, promote, schedule, and facilitate curriculum and trainings for school staff, students, and/or families on youth development, prevention and intervention, mental health and wellness, social-emotional learning, and youth engagement strategies.
  4. Provide direction to and support for program staff and activities, including planning and conducting orientation meetings for school administrators, teachers, and faculty, youth-serving organization directors, and service delivery staff.
  5. Recruit and train advisors and students at schools and youth-serving organizations; and assess needs and priorities at different program sites and develop a plan of action to meet identified needs.
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## **ESSENTIAL DUTIES AND RESPONSIBILITIES (cont.)**

6. Oversee subcontracts with consultants, school districts and/or community agencies.
7. Develop, monitor, and manage budgets for school and community based projects.
8. Select, train, supervise, and evaluate assigned personnel; work with employees to correct deficiencies.
9. Provide coaching to employees; collaborate on goal development, set clear expectations, provide constructive feedback, and check in regularly for understanding.
10. Plan, prioritize, assign, supervise, and review the work of staff responsible for providing program services; prepare work schedules for appropriate staff.
11. Establish and maintain effective working relationships with state and local community organizations, businesses, and related groups.
12. Maintain records pertaining to program services; compile reports and statistical information needed for evaluation of program effectiveness and planning of duties.
13. Demonstrate attendance sufficient to complete the duties of the position as required.
14. Perform related duties similar to the above in scope and function as required.

## **QUALIFICATIONS (KNOWLEDGE, SKILL, ABILITY REQUIREMENTS)**

### **Knowledge of:**

1. Principles of effective supervision, leadership, training, coaching and performance evaluation.
2. Procedures, methods, and techniques of project and workflow management and organization.
3. Community-based organizations, educational agencies, law enforcement agencies, and other organizations related to the programs.
4. Modern principles and practices of program development, implementation, and adult learning.
5. Outreach strategies for multiple and diverse cultural audiences.
6. Effective strategies for working with youth related to youth development, including mental health, social and emotional learning, resiliency, asset building, and alcohol, tobacco, and other drug prevention.
7. California Education Code, California Administrative Code, and the policies, rules, and regulations of the County Schools Office.
8. Action planning and event planning strategies, including the development of goals, objectives, and brainstorming activities.
9. Recent developments, current literature, and information sources related to community involvement and organization.

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**Ability and Skill to:**

1. Interpret the organizational and division strategic plan and create relevant goals and plans for assigned areas.
2. Select, train, lead, coach, direct the work of, supervise, and evaluate professional and technical employees; effectively delegate authority and responsibility.
3. Effectively adapt and adjust program services to meet changing priorities and customer-specific needs.
4. Establish and maintain effective working relationships with various constituencies.
5. Interpret and explain laws, codes, contracts, policies, and procedures.
6. Develop and present training materials.
7. Prepare clear and concise correspondence, reports, and other written materials.
8. Analyze problems, identify alternative solutions, project consequences of proposed actions, and Communicate clearly and concisely, both orally and in writing, in English.

**Education, Training and Experience:**

A typical way of obtaining the knowledge, skills, and abilities outlined above is a Bachelor's degree from an accredited college or university with major course work in elementary or secondary education, health education, child and adolescent studies, counseling, or a related field, and four years of increasingly responsible experience in youth development, prevention, or school-based programs.

**PHYSICAL AND MENTAL DEMANDS**

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

**Physical Demands**

While performing the duties of this job, employees are regularly required to bend, stoop, push, pull, grasp, squat, twist, kneel, walk, sit, and reach to access materials or equipment and complete other tasks as assigned; lift and carry up to 25 pounds; and lift from ground, waist, chest, shoulder, and above shoulder level. The position may include occasional need to traverse uneven surfaces.

Employees in this classification are to be able to travel countywide to a variety of sites within a reasonable time frame; read written and electronic materials; communicate clearly in person, on the phone, and via email; and operate all required equipment.

**Mental Demands**

While performing the duties of this class, employees are regularly required to use written and oral communication skills; read and interpret information; analyze and solve problems; use mathematical

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reasoning; make observations; learn and apply new information or skills; perform highly detailed work; work on multiple, concurrent tasks with frequent interruptions; work under intensive deadlines and meet productivity requirements; and interact successfully with various groups of people encountered in the course of work.

### **WORK ENVIRONMENT**

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

Employee typically works in an office environment that is fast paced with high pressure.

1/2020