Mentor Job Description

The Children’s Friend Mentoring Program helps to empower youth in our community to make positive life choices that enable them to maximize their potential. The mentoring program uses adult volunteers to commit to supporting, guiding, and being a friend to a young person for a period of at least one year. (If you are a college student, we will try and work with you to be flexible about your time commitment.) By becoming part of the social network of adults and community members who care about the youth, the mentor can help youth develop and reach positive academic, career, and personal goals.

Mentor Role

- Take the lead in supporting a young person through an ongoing, one-on-one relationship
- Serve as a positive role model and friend
- Build the relationship by planning and participating in activities together
- Strive for mutual respect
- Build self-esteem and motivation
- Help set goals and work toward accomplishing them

Time Commitment

- Make a one-year commitment
- Spend a minimum of eight hours per month one-to-one with a mentee
- Communicate with the mentee weekly
- Attend an initial two-hour training session and additional two-hour training sessions twice during each year of participation in the program
- Attend optional mentor/mentee group events, mentor support groups, and program recognition events

Participation Requirements

- Be at least 21 years old
- Be interested in working with young people
- Be willing to adhere to all program policies and procedures
- Be willing to complete the application and screening process
- Be dependable and consistent in meeting the time commitments
- Attend mentor training sessions as prescribed
- Be willing to communicate regularly with program staff, submit activity information, and take constructive feedback regarding mentoring activities
- Have access to an automobile, auto insurance, and a good driving record
- Have a clean criminal history
Not use illicit drugs
Not use alcohol or controlled substances in an inappropriate manner
Not be currently in treatment for substance abuse and have a non-addictive period of at least five years
Not be currently in treatment for a mental disorder or hospitalized for such in the past three years

Desirable Qualities

- Willing and reflective listener
- Encouraging and supportive
- Patient and flexible
- Tolerant and respectful of individual and cultural differences

Benefits

- Personal fulfillment through contribution to community and individual
- Satisfaction in helping someone mature, progress, and achieve goals
- Training sessions and group activities
- Mileage and expenses are tax deductible
- Personal ongoing support, supervision to help the match succeed
- Mentee/mentor group activities, complimentary tickets to community events, participant recognition events

Application and Screening Process

- Written application
- Copy of driver’s license and proof of automobile insurance
- Criminal history check: state, child abuse and neglect registry, sexual offender registry
- Personal interview
- Provide three personal references
- Attend two-hour mentor training

AN EQUAL OPPORTUNITY EMPLOYER
Minorities and Women Encouraged To Apply

To apply to be a mentor or ask for more information, please call Arden Dore, Director of Youth Mentoring at Children’s Friend and Family Services, 110 Boston Street, Salem, MA 01970; Tel. (978) 744-7905 ext. 1506.