Kerr Street Mission
Oakville's Mission of Hope

Kerr Street Mission (KSM) is a Christian charity dedicated to helping the community of Oakville care for low-income and at-risk families and youth, by coming alongside families in distress and helping them get to a healthier, more sustainable situation and by developing youth so they don't end up in poverty. KSM provides a *place* where people can gather and find help. It brings *people* together to serve and be served, facilitates the communities' *response* to the needs of families and individuals in distress, and creates opportunity for God's love and compassion to be shared in practical and tangible ways. KSM serves low income and at-risk families, at-risk youth, and local churches and other groups committed to serving the families and/or youth in need. Our faith in Jesus Christ, and the love and compassion we have received from Him motivates us to have love and compassion for others. We believe every person is created in the image of God and is loved and valued by Him. We work with people of all faiths, without discriminating, proselytizing or condition.

Position Title: Youth Leadership Development Coordinator
Term: Permanent
Hours: Full Time
Rate: $24.00 - $27.00
Start: Immediate

About the Role: Do you love connecting with young people, building relationships and creating opportunities for teenagers to discover their potential? Are you someone who brings people together, sees possibilities and gets excited about helping the next generation grow into confident leaders?
Kerr Street Mission is looking for an energetic, creative and relationship-oriented Youth Leadership Development Coordinator to lead and grow our Leadership in Training (LIT) program for high school students.
This is an exciting opportunity for someone who believes in the potential of young people and is passionate about helping them become confident, capable and community-minded leaders. You'll build meaningful relationships with youth, create engaging leadership experiences, connect young people with mentors and community opportunities, and help them discover how they can make a difference.
The LIT program operates twice annually, engaging approximately 30 high school students per semester through two pathways: general leadership development and sport-focused leadership. Both pathways provide opportunities for youth to develop confidence, leadership skills and a commitment to community involvement. The sport leadership pathway offers additional opportunities for participants to explore leadership through sport, recreation and active play, including sport-specific volunteer experiences, training and relevant certifications. Through hands-on learning, mentorship and practical experiences, participants discover their strengths and how they can make a difference.

You'll also be part of KSM's existing Children and Youth Programs team, contributing to other programs and initiatives when needed. This is a role for someone who enjoys taking initiative, building connections and making things happen, while working collaboratively with a supportive team.
The individual in this role must ensure that all clients, volunteers, and staff are treated with the utmost respect, compassion, and dignity. At KSM, we are committed to providing a best-in-class experience, where everyone feels valued and respected, fostering an inclusive and respectful work environment.

Key Areas of Responsibility:

1. Youth Leadership Program Development and Delivery

- Lead and develop the LIT program, creating engaging leadership experiences, training sessions and activities. This includes facilitating sessions where appropriate and connecting with guest speakers, mentors and community leaders to enrich the learning experience.
- Build meaningful relationships with participants, providing encouragement, mentorship and guidance as they grow.
- Develop opportunities for both general leadership development and sport-focused leadership, incorporating sport, recreation and active play as ways for youth to build leadership skills, gain practical experience and explore opportunities such as coaching and sport-related certifications.

2. Program Coordination and Administration

- Coordinate the two annual LIT semesters, including recruitment, registration, scheduling, communication and program logistics.
- Oversee program administration, resources and expenditures within the approved budget, taking ownership of day-to-day operations and ongoing program improvement.

3. Youth Volunteer Development

- Connect LIT participants with meaningful volunteer opportunities across KSM programs and the wider community.
- Coordinate placements and work with KSM staff to ensure youth are prepared, supported and contributing positively.
- Encourage accountability, reflection and personal growth as participants apply their leadership skills through practical experiences.

4. Recruitment and Community Engagement

- Take an active lead in recruiting approximately 30 participants for each semester, developing and implementing strategies to attract high school students and maintain strong program enrolment.
- Build relationships with local high schools, teachers, guidance counsellors and community organizations to promote LIT and encourage youth participation.
- Develop connections with youth-serving organizations, sport organizations and community partners, identifying opportunities to expand youth leadership experiences.
- Be an enthusiastic ambassador for the program, connecting young people with opportunities, resources and experiences while building awareness and support for LIT throughout Oakville.

5. Community Events and Youth Leadership Opportunities

- Coordinate opportunities for LIT participants to demonstrate their leadership through KSM family and community events, including preparing, scheduling and supervising youth leaders.
- Collaborate with KSM's Fundraising and Communications team and other staff to support successful events and meaningful youth involvement.

6. Children and Youth Program Team Support

- Work collaboratively as part of KSM's existing Children and Youth Programs team, providing hands-on assistance with programs, activities and special initiatives as needed.
- Build positive relationships with children, youth, families and colleagues, contributing to safe, welcoming and engaging environments.
- Bring ideas, energy and initiative to support and strengthen the broader work of the team.

Who We're Looking For:

We are looking for someone who genuinely enjoys connecting with teenagers and is excited about helping young people discover their potential as leaders. The ideal candidate will bring:

- Experience working with teenagers or high school students through youth programs, recreation, mentoring, coaching, education or community initiatives.
- A genuine passion for youth leadership development and helping young people grow in confidence, skills and purpose.
- Strong relationship-building skills and the ability to connect with, engage and encourage young people.
- An outgoing, collaborative and community-minded approach, with an interest in building partnerships, networking and bringing people together.

- Experience engaging and mentoring youth, facilitating groups or leading activities, with the ability to identify, coordinate and bring in appropriate guest speakers, facilitators and community partners to support learning and leadership development.
- Strong organizational and communication skills, with the ability to take initiative, manage responsibilities and follow through.
- Creativity, flexibility and a willingness to learn, grow and develop the program over time.
- The ability to work independently while contributing positively to a collaborative team.
- Flexibility to work occasional evenings and weekends for programs, events and special activities.

Assets:

- Post-secondary education in child and youth care, recreation, education, social services or a related field.
- Experience developing or coordinating youth leadership programs.
- Experience in sport, coaching or recreation.
- An interest in sport, recreation, coaching or using sport and active play as tools for youth engagement and leadership development.
- Connections with local schools, community organizations or youth networks.
- First aid or coaching certifications, or a willingness to obtain them.
- We recognize that the right person may not bring every skill or experience on day one. We value passion, relational ability, initiative and a willingness to grow into the role.

What Success Looks Like:
Success in this role means creating a leadership program that young people are excited to be part of, where they develop confidence, discover their strengths, build meaningful relationships and find opportunities to make a difference in their community. It also means successfully recruiting and engaging youth each semester, building strong community connections and contributing positively to KSM's broader Children and Youth Programs team.

Interested candidates should submit their Resume and Cover Letter to humanresources@kerrstreet.com by November 25th, 2026. Early applications are encouraged. *Only candidates selected for an interview will be contacted. We appreciate the time and effort taken to apply and thank all applicants for their interest in joining our team.

A successful vulnerable sector police background check is a requirement and a pre-requisite along with a minimum of two references. All employees must comply with the Mission, Vision, and Core Values of Kerr

Street Mission as well as KSM policies and procedures related to child and youth safeguarding, supervision, confidentiality, health and safety, and professional conduct.

Kerr Street Mission is an equal opportunity employer committed to hiring a diverse workforce and sustaining an inclusive culture. We offer an environment that will support you in reaching your potential. In accordance with the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in their cover letter when they apply.