

INTERESTED IN WORKING FOR THE Y?

On behalf of the YMCA of the Suncoast, we thank you for your interest in working for a dynamic organization that has been serving communities around the world for over 160 years. The YMCA is a cause-driven, charitable organization that strengthens the foundations of community through youth development, healthy living and social responsibility.

We invite you to learn more about your YMCA and familiarize yourself with who we are and what we do. Our employees are a reflection of our organization, and we want each person to represent the YMCA well and realize that they are a part of a worldwide movement of human service.

As you read through this brochure, please take note of our goals and objectives to serve our communities; our rich history of innovative programs that have helped millions to develop healthier lives; and the important role YMCA employees serve in continuing to allow the YMCA to benefit youth and families of all ages, races, religions and backgrounds.

Benefits

Let's face it, You have a choice to make - one that will define your future. Where will you build your profession? Where can you find meaningful work that offers rich rewards? Where can you build a better future for yourself and for youth, families and your community? Where can you work in a supportive team environment? Where can you work with people who thrive in a value-based environment of caring, honesty, respect and responsibility? Where can you work and have fun?

All of this can be found at the YMCA. The YMCA gets the job done through staff members who are carefully selected for their interests, experiences and enthusiasm. With over 160 years of experience, the YMCA knows that its mission is achieved one person at a time - carried out in the hearts and hands of each caring and skillful staff member.

Believing that our people deserve the best, the YMCA offers a competitive compensation package. Our featured benefits package - determined by your employment status and tenure with the organization - includes the following:

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| Health and Dental Insurance | Training |
| Disability and Life Insurance | Access to YMCA Facilities |
| Funded Retirement and Savings Plan | Discounted Program Fees |
| Flexible Work Schedules | Paid Time Off |
| Subsidized School-Age Child Care | |

Career Development

The YMCA values its employees. As a YMCA staff member, you are encouraged to try new things and look for creative ways to serve youth, families and communities. You will have the opportunity to grow in a professional, supportive and caring environment that allows you to develop a rewarding career. The following are just some of the opportunities you'll find waiting for you when you join us:

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| Mentoring | Leadership Development |
| Certified Trainings | Supervisory Development |

We recognize achievement with opportunities for advancement within the YMCA organization. Ultimately, we'd like to see you reach your greatest potential with us.

Opportunities

The YMCA offers both full-time and part-time career opportunities in a variety of areas. Here, you will create solutions - for one person or an entire community. You will apply your experience, knowledge and abilities and discover new talents within yourself as you make a real difference in the lives of those around you. You will put your imagination and creativity to work in an environment built upon teamwork and community. Consider joining the YMCA in one of these disciplines:

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| Aquatics | Sports | Ropes Course | Youth & Community Development |
| Child Care | Teen Leadership | Maintenance/ Custodial | Finance/ Accounting |
| Health & Fitness | Active Older Adults | Marketing & Communication | Financial Development |
| Membership | Family | Administrative/ Clerical | Human Resources |

YMCA Values and Mission

The YMCA believes in teaching character development and upholding the values of caring, honesty, respect and responsibility in our daily lives. As a YMCA employee, you would be held to this same standard to be an example to others.

The YMCA Mission is integrated into everything we do. It is important that anyone who would like to be considered for employment must be able to express their contribution to the mission.

YMCA Mission: To put Christian principles into practice through programs that build healthy spirit, mind and body for all.

The YMCA of the Suncoast has been recognized as an Employer of Excellence by the Tampa Tribune and the Association of YMCA Professionals.

We believe one reason we are a successful organization is the character of our team. Some of the questions you may be asked for your interview include:

PROBLEM SOLVING

What is the most creative work-related idea you've had?

Describe a problem you've faced and solved.

MOTIVATION

What have you done that shows initiative?

What rewards mean the most to you?

INTENGRITY INDICATORS

How would you react if you were asked to do something unethical?

If you saw a co-worker doing something dishonest, what would you do?

When did you last break a rule and why?

VALUE

What is most important to you at work?

How do you think you can help the YMCA achieve its mission?

Why should we hire you?

WORKING WITH OTHERS

What kind of people do you like to work with?

Tell me about a conflict with a fellow worker. How was it resolved?

How do others see you?

