

Dear **Kohin Youth Coach** Candidate,

It is with great pleasure and excitement that we present to you this short summary of the Kohin **Youth Coach** opportunity.

First things first though, a **successful candidate will definitely require the following:**

- Between 20 and 29 years of age.
- Have a valid working visa should the candidate be a non South African citizen.
- A Gr.12 or equivalent qualification.
- Have a minimum of two years experience and/or training in a related field (youth work, pastoral, theological, education, sports and culture, psychology or counseling, social work)
- 2 References, with which they have a credible and consistent accountability relationship, one of which should be a spiritual mentor and the other an employer/lecturer/dean. They should be in this relationship for a minimum of 1 year.
- Does not smoke.

After these requirements have been met, the candidate will have to pass through a further three levels of screening which includes a thorough and structured conversation with both references, a Kohin internal interview and a final interview with our client and the role-players in the relevant community. Once a candidate has been through the whole appointment process and Kohin has available funds for them, we secure a full time position in either a school, children's home or college.

The next step for the **Youth Coach** is to start his/her **training and coaching process** which will eventually equip them for the following:

- Individual Youth Coaching (Phase 1)
- Group and School Coaching (Phase 2)
- Community Coaching (Phase 3)

It is important to understand that the **training happens within a Developmental Journey**. The **Youth Coach** will only be trained in these Phases consecutively, starting at Phase 1, and then be expected to master the skills before graduating to the next Phase. The complete Developmental Journey can take up to two to three years, and consists of continuous training and development by both our in house Training Department and the **Youth Coach's** very own Regional Manager.

Seeing as the **Youth Coach** works standard school hours a **typical day** would start at about 07:00 in the morning. The **Youth Coach** is expected to arrive at school and join in the Staff Meetings. After this, having planned their own schedules, they would continue with the Coaching sessions booked for that day. Some of our more experienced Coaches can be found in a class room, assisting with Life Orientation or Religious Classes. At break time you would find the Coach mingling with the kids on the fields or maybe even running a Bible Study/prayer group. After school, your really dedicated Coach, will be involved in one of the extracurricular sport or cultural activities.

When looking at **the practicalities of the job**, we try to help as far as possible. Should the **Youth Coach** be relocating we will assist them, never forgetting that it remains their responsibility, as far as possible in finding suitable accommodation. Unless communicated otherwise, the **Youth Coach** will earn a starting salary of R3750. We also negotiate with the school to provide basic infrastructure, consisting of working space and services, to the **Youth Coach**, and just to ensure the Coach's effectiveness and well being we ensure that they are also accountable to a direct head in their school AND to a leader in one of the local churches.

In all this, Kohin really tries to provide unmatched experience with credible and relevant training and development, perfect for furthering one's own growth, but mostly for equipping our youth with hope, vision for the future and answers to the unique challenges they face daily.

We hope you are as excited about this project as we are.

Kind regards,

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