

Inclusion Specialist (Mcburney Ymca)

YMCA of Greater New York

New York, NY 10011

Other

Part-time

Onsite

\$25.00 - \$30.00 an hour

Posted on July 28, 2026

Organization Statement

The YMCA of Greater New York is here for all New Yorkers — to empower youth, improve health, and strengthen community. Founded in 1852, today the Y serves a diverse population of more than half a million New Yorkers who learn, grow, and thrive through programs and services at our 24 branches. Community is the cornerstone of the Y. Together, we connect active, engaged New Yorkers to build stronger communities.

To help fulfill our mission, we cultivate a culture of learning, leading, and collaboration to enhance community impact. Through our talented staff and “LEAP” career framework (Leadership, Empowerment, Accountability, Personal Growth), we are committed to a people-first approach that fosters trust, inclusion, growth, and development for all.

Job Description

Salary: \$25.00 - \$30.00 Hourly

Being part of the YMCA Afterschool staff team is a deeply rewarding job where you support children’s learning, help build strong connections, and have a positive impact on so many in your community. At Y Afterschool, we will create a safe and fun space for kids to learn and grow, lead creative activities, and help them develop valuable skills. This is an opportunity to make a real difference and gain invaluable leadership and interpersonal experience.

The McBurney YMCA is seeking an Inclusion Specialist. As a key member of our Afterschool team, the Inclusion Specialist will be instrumental in shaping a positive, supportive environment where young people can thrive socially, emotionally, and physically. They will help guide

students in making proactive, positive choices and in growing their confidence, working alongside a compassionate team to create an enriching and empowering experience for every child. This role will include fostering a culture of mutual respect and cooperation through engaging activities and support systems for children with all types of diverse abilities.

Benefits:

The YMCA of Greater New York offers a variety of benefits to its staff members, including [retirement benefits](#), medical benefits, paid time off, free YMCA membership, and more! Benefit eligibility is determined by an individual's employment status (i.e., full-time or part-time), tenure, and/or the number of hours scheduled to work. Click [here](#) for more information.

How to Apply:

If you would like to be a member of our dynamic team, please complete our [online application](#) and submit your résumé and a thoughtful cover letter that explains your interest in the role and our organization.

Responsibilities

- Actively welcome and develop programming in partnership with the Content Specialist to serve a diverse group of participants, ensuring our program is accessible to everyone in the community.
- Develop and implement creative, inclusive outreach strategies to connect with and engage individuals who may face extra barriers to participation, including physical barriers.
- Foster a safe, welcoming, and inclusive environment where all young people and their families feel valued, respected, and heard.
- Manage participants' Individualized Accommodation Plans.
- Maintain student behavioral support plans and logs.
- Support the implementation of systems for tracking student behaviors and collaborate with staff, caregivers, and teachers to identify individual behavior support techniques for students experiencing challenges.
- Partner with the Program Director to ensure social-emotional development and behavior management are infused into programming.
- Guide staff on how to effectively implement behavioral strategies in the learning environment.
- Communicate with DYCD about needs for specialized supports that are beyond the program's capacity.

- Ensure staff are familiar with common mental health support needs (i.e., depression, anxiety, trauma, substance abuse, etc.) and a trauma-informed programming approach to support all participants and families.
- Support the creation of a resource center for stakeholders to ensure ongoing support for topics and issues as they arise.
- Provide reliable information about available resources and make relevant referrals for mental health services and additional services as needed.
- Respond appropriately when time-sensitive mental health services are needed, such as suicide prevention, grief, and loss due to the death or incarceration of a family member.
- Implement lessons and training on how to provide additional support and services to enable full participation for those with special needs, both physical and cognitive. Conduct technical assistance with YMCA staff in programming related to behavior challenges, engagement, and social-emotional development.
- If applicable, provide task management with social work interns to provide purposeful roles that support the behavioral, emotional, and physical needs of the participants.
- Adhere to all Office of Children and Family Services, Department of Health, New York City Public Schools, YMCA of Greater New York, and funder standards, expectations, and regulations.

Qualifications

- Bachelor's Degree in Special Education, Social Sciences, Social Work, Counseling, Psychology, or related field required. ME, MSW/MHC student or graduate preferred.
- Minimum of two (2) years of experience working with children under the age of 13.
- Current Pediatrics CPR or First Aid certification preferred.
- Ability to speak multiple languages preferred.
- General knowledge of Microsoft Word, Excel, and PowerPoint.
- Strong interpersonal skills, leadership qualities, and comfortable working with diverse youth and adults.
- **Minimum Education Level:** Bachelor's Degree
- **Preferred Education Level:** Bachelor's Degree

Application Instructions

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Link to apply: <https://ymcanyc.csod.com/ux/ats/careersite/1/home/requisition/3224?c=ymcanyc>

Language Requirements

English

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