**CHAM REFUGEES COMMUNITY**
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www.chamrefugeescommunity.org

**Temporary Role - Youth Cultural Navigator**

**Requirements, compensation and time commitment**

- **Time Commitment:** Approximately 10 hours per week
- **Duration:** December 2026
- **Stipend:** $600 upon successful completion
- **Age Range:** 17–22
- **Reports To:** Executive Director, with coordination from the Programs Coordinator

**Position Overview**

Cham Refugees Community is seeking motivated and community-minded youths to participate in a short-term Youth 'Cultural Navigator' Pilot for the month of Dec 2026.

The Youth Cultural Navigators will help CRC strengthen youth engagement, promote Cham cultural heritage, and create meaningful opportunities for connection between generations. Youth will work alongside the Programs Coordinator to support community programming, develop and execute activities, and engage youth and elders in ways that reflect their interests and needs. We are looking for young people who are willing to take initiative, bring forward ideas, follow through on responsibilities, and help turn ideas into meaningful community experiences.

**Key Responsibilities**

**1. Youth Engagement and Outreach**

- Connect with Cham youth and encourage participation in CRC programs/activities.
- Identify opportunities to increase youth involvement, leadership, and sense of belonging within CRC.
- Gather feedback from youth about their interests and ideas for future programming.
- Help build relationships and encourage engagement among youth participants.

**2. Cultural Heritage and Preservation**

- Support activities and events that promote Cham culture, traditions, history, and identity.
- Help identify creative ways to make cultural learning relevant and engaging for younger generations.

- Encourage youth participation in cultural activities and intergenerational learning opportunities.

**3. Elder Engagement and Intergenerational Connection**

- Help develop and support activities specifically designed around the interests, needs, and experiences of CRC elders.
- Identify opportunities for youth and elders to connect, share experiences, and learn from one another.
- Support programming that helps elders feel welcomed, valued, and connected to the broader community.

**4. Event and Program Support**

- Assist with planning, organizing, and executing youth, cultural, and intergenerational activities.
- Take ownership of assigned tasks and follow through on responsibilities.
- Help coordinate event logistics, outreach, supplies, setup, and participant engagement.

**5. Communication and Feedback**

- Communicate regularly with the Programs Coordinator and Executive Director.
- Share progress, challenges, and ideas throughout the pilot.
- Contribute ideas and recommendations for future CRC programming.

**Qualifications and Desired Characteristics**

We are looking for youths who:

- Have an interest in Cham culture, community service, and strengthening connections within the community.
- Demonstrate initiative and a willingness to take ownership
- Are dependable, responsible, and able to follow through on commitments.
- Have strong communication and interpersonal skills and interested in developing their leadership skills
- Are comfortable connecting with people across different ages and generations.
- Are creative, curious, and willing to share ideas.
- Can work independently while also collaborating with a team.
- A genuine interest in serving the community and willingness to learn

Program Expectations and Evaluation

During the 4–week pilot, Youth Cultural Navigators will be evaluated on their engagement, participation, and overall performance. CRC will consider the following:

- **Initiative:** Do they take ownership, offer ideas, and look for ways to contribute?

- **Reliability:** Are they dependable, punctual, and consistent in completing assigned responsibilities?
- **Community Engagement:** Are they able to build relationships and encourage meaningful participation among youth and elders?
- **Leadership:** Do they demonstrate maturity, responsibility, and the ability to work collaboratively?
- **Communication:** Do they communicate effectively with staff, peers, and community members?
- **Follow-Through:** Do they turn ideas into action and complete the work they commit to doing?

**Looking Ahead: 2027 Cultural Navigator Opportunities**

This pilot is intended to serve as an introduction to the Cultural Navigator - Youth Intern role planned for 2027.

Youth who demonstrate strong performance, leadership, reliability, initiative, and meaningful community engagement during the pilot will be placed at the top of the consideration list when CRC recruits for its 2027 positions.

*Successful participation in the pilot does not guarantee a 2027 position. Final selections will be based on the organization's needs, available positions, and the qualifications and demonstrated performance of candidates.*

**How to Apply**

Interested youth should submit:

- A brief introduction about themselves.
- Why they are interested in becoming a Youth Cultural Navigator.
- What they hope to contribute to the Cham community.
- Their availability for the 4 week (December 2026) pilot

**Application Deadline:** November 27, 2026
**How to Apply:** abdulgani@chamrefugeescommunity.org

**Come help us strengthen our community, preserve our culture, and build connections across generations. Your voice, ideas, and leadership matter.**