A. BRIEF OVERVIEW OF AGENCY SETTING
Big Brothers Big Sisters of Missoula mission is to provide children facing adversity with a strong
and enduring professionally supported one-to-one relationship that changes their lives for the
better, forever. Children are matched with adult mentors in a community or site based setting.
Practicum students will be responsible for site based mentoring in Missoula County Public school.
Practicum students must be available from 3PM-5PM Monday through Thursday to run after
school programs.

B. DESCRIPTION OF CLIENT GROUP
Big Brothers Big Sisters works closely with at risk youth (ages 6-14) and their families living in
Missoula and Ravalli County. (At-risk youth may include: single parents, free/reduced lunch
status, income assistance, incarcerated family members, foster care placement, kinship
placement, family members struggling with addiction, abuse, and involvement with the juvenile
justice system.) BBBS works closely with volunteer mentors ages 16 to 70 year's old coming from
various cultures and socioeconomic backgrounds. While the primary focus is the mentoring of
the children served, BBBS staff members collaborate closely with other youth serving organizations,
Missoula County Publics Schools, and the University of Montana.

C. LEARNING OPPORTUNITIES
Social Work practicum students provide a vital service to the Sit Based Mentoring Program at Big
Brothers Big Sisters (BBBS). This practicum position offers students an opportunity for 'hands on'
week derial management in the our after school programs. Students are expected to apply and develop
their skills in areas including but not limited to: intake, interviewing and needs assessment
(children, prospective volunteers), community organizing (volunteer recruitment, fundraising and
group activities), goal-setting and evaluation (match supervision), and intra-agency support and
communication (meetings, co-worker relations, etc.).

D. EXPECTATIONS OF STUDENTS
1. Continually assess the match relationship focusing on: child safety, match relationship
development, positive youth development and volunteer satisfaction. Real and/or potential
problems and barriers are identified, addressed and resolved as early as possible. Match
support is provided on a frequency according to BBBS Standards, at a minimum.
2. Assess and provide for individual training needs, information and support needs for each
match participant to assure a positive youth development experience for the child, and
successful and satisfying experience for the volunteer
3. Ensure high-level expertise in applying child safety and risk management knowledge, policies and procedures throughout all aspects of job function.
4. Develop strategic interventions to identify and strengthen match relationships that require extra support to continue to grow.
5. Develop, promote and implement individual and group match activities to support ongoing volunteer involvement with the child and agency affiliation through individualized recognition, annual events, and reengagement strategies.
6. Effectively utilize agency evaluation tools, to assess match impact on youth development.
7. Consult with other service delivery staff and/or supervisor as appropriate.
8. To ensure quality services and measurable outcomes, maintain accurate and timely records for each match according to standards and utilize technology to report, synthesize and analyze data.

Minimum Bachelors degree in social services, human resources or related field preferred. Assessment and relationship development experience with child and adult populations; understanding of child development and family dynamics. Proficiency in Microsoft OFFICE; including Word, Outlook, and Excel. Must have car, valid driver's license, and meet state required automobile insurance minimums.