



# LOUISIANA MILITARY DEPARTMENT

## Youth Challenge Program

### Group Leader 1- Permanent, Temporary and Part-Time Positions



**ANNOUNCEMENT NO.** 012-2026

**OPENING DATE:** January 20, 2026

**CLOSING DATE:** Open Continuously

**\*SALARY:**

**ME-412** \$38,230 - \$45,885

\*Salary indicates typical starting range. Level will be determined by qualifications.

**JOB TYPE:** Unclassified

Current Classified employees must give up their designation to accept this position.

**POSITION LOCATION:**

YCP - Camp Minden

YCP - Gillis W. Long Center

YCP - Camp Beauregard

### Department Mission

Intervene in and reclaim the lives of 16-to-18-year-old at-risk youth, producing program graduates with the values, life skills, education, and self-discipline necessary to succeed as productive Louisiana citizens.

**WHO WE ARE:**

*YCP is a voluntary program that target youth who are at risk of not completing high school. We provide an environment for youth so they may focus on completing academic goals while enhancing personal strengths and resiliency. Our program provides a structured environment and teaches discipline, self-control and motivation. We develop the whole person by focusing on 8 core components that support each cadet's personal development: academic excellence, life coping skills, job skills training, responsible citizenship, leader/followership, health & hygiene, physical fitness and service to community.*

***\*This State Vacancy Announcement supersedes Announcement No. 038-2025\****

**POSITION DESCRIPTION:**

Louisiana's YCP Cadre are some the best trained and most equipped Cadre in the nation. Presenting as positive role models and mentors, Cadre are responsible for developing self-awareness and promoting self-growth of our At-Risk youth. Cadre provide the foundation for future success during and after the program. The lasting effects of Cadre professionalism is profound and can be life changing. Cadre Group Leader 1 is the first line leader supporting Louisiana's At-Risk youth. Specialized training on de-escalation techniques, trending youth behavior, professional presentations on crisis awareness, and positive mentoring prepares our Cadre to perform at the highest levels. Cadre manage program standards and foster personal development within a structured environment. Duties are performed under the general supervision of Commandant, Assistant Commandant or Group Leader 2. Responsible for the accountability, direct control and safety of cadets. Instructs/supervises various recreational activities and physical training events. Presents instruction on selected subjects including drill and ceremonies, first aid, and confidence course training. Assists academic instructors during scheduled classroom hours. Accompanies cadets off-campus during field trips and community service activities. Provides essential first line counseling to reduce friction, improve moral, and maintain continuity. Perform other duties as assigned.

*Equal Opportunity Employer and State as a Model Employee (SAME)*

### **BENEFITS**

**Retirement:** LASERS

**Insurance:** Medical, Dental, & Vision

**Paid Holidays:** 10 plus proclaimed

**Annual Leave:** 96 hours per year with tenure increases

**Sick Leave:** 96 hours per year with tenure increases

## **POSITION QUALIFICATIONS:**

Ability to follow instructions and communicate effectively. High school diploma or equivalency diploma. Military experience with honorable service. In lieu of military experience, the following may be substituted: Experience as a Law Enforcement Officer, Correctional Officer, Juvenile Correctional Officer, or other P.O.S.T. certified position. Experience as an Educator, Counselor, Coach or Social Worker. Experience at the level equivalent to a Cadre Helper/Assistant Youth Leader. Similar position or experience that demonstrates the ability to work with at-risk youth.

## **PREFERRED QUALIFICATIONS:**

Job experience working with at-risk youth. Skill in completing administrative actions to include proficiency using Microsoft Office. CPR/First Aid certified. Ability to instruct, perform, and demonstrate physical training activities. Ability to learn or sufficient knowledge to lead marching activities.

## **GENERAL REQUIREMENTS:**

- Must have a valid Driver's License, Social Security Card and Birth Certificate.
- Must qualify to obtain a Department of Defense Common Access Card (CAC) Card.
- Must be available to report to duty during emergency or disaster situations.  
Other periodic travel may be required.
- Must meet physical requirements to perform functions of the position.
- Must attend/complete all Louisiana Military Department (LMD) annual training and other training required for the position.
- Must adhere to the Code of Ethics and foster a Sexual Harassment-Free Environment.

**CONDITIONS OF EMPLOYMENT:** By submitting an application for employment with the Military Department, the applicant agrees to the following conditions of employment:

- All LMD positions require in-office attendance. This is not a remote position.
- Salary is paid by Electronic Funds Transfer (EFT) / Direct Deposit Only. A checking or savings account is required for employment.
- For positions requiring computer/email access selected applicant must qualify to obtain a Department of Defense Common Access Card (CAC) Card and maintain eligibility
- LMD is a substance abuse and drug free workplace. The selected applicant must pass a pre-employment background investigation and pre-employment drug test. Thereafter, all employees are subject to random drug testing.
- To become an employee of the LMD you must be a current member of the Louisiana National Guard or eligible for membership in the Louisiana State Guard.
- The selected applicant must pass a pre-employment criminal background investigation prior to employment.

**APPLICATION PROCEDURES:** All Applicants must complete a LANG-LMD-H Form 10 (State Application) and attach a legible copy of their Official Birth Certificate, Driver's License and Social Security Card. Resumes are optional and will not be accepted unless they are submitted with the LANG-LMD-H Form 10 (State Application).

- **State Application:** The LANG-LMD-H Form 10 (State Application) is located at:  
<http://geauxguard.la.gov/join-us/state-technician-vacancies>

Application(s) must be submitted to the appropriate LMD Human Resources point of contact below by the Close Date, no later than 12:00 a.m. CST:

Mrs. Christine Zeller  
LMD-HR (Gillis W. Long Center)  
5445 Point Clair Rd., Carville, LA 70721  
E-mail: christine.r.zeller.nfg@army.mil

Mrs. Kandice Miller  
LMD-HR (YCP-Camp Minden)  
100 Louisiana Boulevard, Minden, LA 71055  
E-mail: kandice.m.miller2.nfg@army.mil