



Job Description

Youth Counselor 1

General Objective: The Youth Counselor 1 is a full time entry level line worker position that provides for the general care of at-risk youth and manages the treatment milieu and routine within a home. The Youth Counselor 1 is the backbone of our quality of care and treatment for these youth.

Nature and Scope of this Position

- Responsible to maintain the daily routine and structure of the home.
- Responsible to work within a treatment team, both within the staff and in the community, in a cooperative and mutually supportive way.
- Forming therapeutic relationships with the youth in care.
- Works under the supervision of the Program Director/Manager and under the clinical supervision of the Lead Clinical Staff.

Example of Tasks

- Provide a safe, consistent and structured living environment for the youth in care.
 - Supervision and structure to keep the youth in care safe.
 - Supervise, manage and instruct positive interaction and conflict resolution among the residents in the home.
 - Assist with management of a stable yet dynamic set of house rules and values.
 - Oversee preparation and delivery of regular and nutritious meals.
 - Provide for transportation or residents.
 - Oversee and teach chores and general house cleaning/maintenance.
 - Participate and/or facilitate house group meetings.
 - Provide guidance.
 - Help with life planning.
 - Teach life skills.
 - Teach and model communication skills.
 - Assist with relationship building skills.
 - Teach and model recreation skills and implement the recreational program of the home.
 - Supervise group recreational activities.
 - Provide encouragement to residents to become involved in recreational activities outside of the program.
 - Monitor individual physical programs.
- Work with youth in care to meet their unique and individual needs.
 - Provide individualized care.
 - Do informal counseling sessions.
 - Participate in group therapy sessions.
 - Insure provision of appropriate outside services, such as mental health, medical, dental, etc.
 - Advocate for needs of each youth.
- Monitor individual behavior of youth in care.
 - Provide instruction, praise and reward for positive behavior.
 - Do intervention with or confrontation of negative or destructive behavior.

- Give consequences when appropriate.
- Teach and model appropriate behaviors.
- Record behavioral data.
- Engage in therapeutic relationships with the youth.
 - Work as “primary” adult (worker) in a youth’s life, including –
 - One-on-one time.
 - Involvement in activities with youth.
 - Part of treatment team.
 - Set appropriate levels of intimacy, shared two-way information and boundaries.
 - Work with youth’s families as partners to YH care and treatment.
- Maintain program structure and assist with program accountability.
 - Provide input to individual treatment plans.
 - Make entries in administrative and behavioral logs.
 - Document all incidents.
 - Contribute to the update of treatment plans and make regular reports of progress, as required by program, contract and rule.
 - Stay abreast of all information in logs.
 - Write reports as necessary and required or requested.
 - Attend and participate in a wide variety of “treatment team” meetings, such as:
 - Staff Team
 - Staff and therapist teams
 - Mental health treatment teams
 - Child Protection Team
 - Staff and family team
 - Child Study Teams at school
 - Attend and assist with corporate functions and meetings, as requested.

Responsibilities

- Provide a safe living environment.
- Operate program as designed and directed.
- Accept supervision.
- Work within a team approach to treatment.
- Have appropriate relationships with youth in care.
- Communicate clearly, precisely and directly.
- Respond to needs of youth in care.
- Provide consistency and structure.
- Give others respect, regardless of opinion, and consideration in dealings with them.
- Be a role model.

Requirements

- B.A./B.S. degree from an accredited college or university or combination of education and experience.
- Possess solid moral character.
- Demonstrate competent, positive inter-personal skills.
- Experience working with troubled youth in a paid or volunteer setting.
- Knowledge of adolescent development.
- Talents for supervising and working with young people.
- Demonstrated flexibility in approach to solving problems and achieving goals.
- Demonstrated commitment to youth's needs and issues.
- Possess knowledge of:
 - Parenting skills and techniques.
 - Child and youth development theory, normalcy and deviance.
 - Childhood issues, including emotional disturbances, learning disabilities, etc.
 - Communication skills.
- Ability to lift 50 lbs as needed.
- Ability to climb stairs as needed.
- Willing and able to work a full time schedule that involves either three or four day work weeks that includes shifts that may be as long as 14 hours.

Employee Classification, Compensation and Benefits

- This position is a Full-time, Non-Exempt position.
- Compensation is based on range establish in the Youth Homes Salary Schedule and will be negotiated based on qualifications and experience.
- Youth Homes provides a generous benefit package inclusive of:
 - Annual Leave, Exceptional Leave, Educational Leave
 - Health, Dental, Vision, Long-term Disability and Life insurance.
 - Health Savings Account and 401(k) options with agency match.

Employee Signature:

Date: