



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 children and 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 youngsters.

Nature and Scope of this Position

- Responsible to maintain the daily routine and structure of the home.
- Performs a wide variety of tasks within the design and structure of the group home program.
- 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 children in care.
- Works under the supervision of the Program Director/Manager and under the clinical supervision of the Lead Clinical Staff.
- This position involves being a role model for the kids in care.

Example of Tasks

- Provide a safe, consistent and structured living environment for the children in care.
 - Supervision and structure to keep the kids 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 of 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 youngsters in care to meet their unique and individual needs.
 - Provide individualized care.
 - Do informal and participate in formal 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 child.
- Monitor individual behavior of children 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 children.
 - Work as “primary” adult (worker) in a child’s life, including –
 - One-on-one time.
 - Involvement in activities with child.
 - Part of treatment team.
 - Set appropriate levels of intimacy, shared two-way information and boundaries.
 - Work with children’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 children in care.
- Communicate clearly, precisely and directly.
- Respond to needs of children in care.
- Provide consistency and structure.
- Give others respect, regardless of opinion, and consideration in dealings with them.
- Be a role model.

Requirements

- Possess solid moral character.
- Demonstrate competent, positive inter-personal skills.
- Experience working with troubled youth in a paid or volunteer setting.
- B.A./B.S. degree from an accredited college or university or combination of education and experience.
- 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 children'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.

Wage and Benefits

- Base wage at Grade 4 of Youth Homes' Salary Schedule.
- Wage and hour employee
- Employer funded leave.
 - Annual and Bonus leave.
 - Exceptional leave.
 - Educational leave.
- Employer contributions to:
 - Individual and dependent covered health insurance.
 - Long-term disability insurance for the employee.
 - Life insurance policy
 - 401(k) eligible after 12 months.
- Available benefits to eligible employees.
 - Health Savings Account.
- Available access for employee funded:
 - Dependent care flex account.
 - Dental insurance coverage.
 - Vision insurance coverage

Employee Signature:

Date: