

Residential Youth Specialist



Job Code
YTHSPEC

FLSA Status
Non-Exempt

Last Updated Date
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Salary Grade
A10

EEO-1 Category
Service workers

Reporting Relationship

Department/Program: "As Assigned"

Reports To: Unit Supervisor, or Equivalent

ABOUT US

At Bethany Christian Services, we believe families provide the strongest foundation for care and connection. That's why we focus on strengthening and empowering families, always advocating for family-centered solutions to keep children safe. Our work began in 1944 with the care of a single child. Today, inspired by our faith, our aim is to demonstrate the love and compassion of Jesus in our services for children, youth, and families. Working at Bethany means joining a team of nearly 2,000 dedicated professionals with diverse skills, serving communities across the country. Together, we're united in our mission and these shared values: we're motivated by our faith, we support one another, we champion justice, we pursue excellence, and we're in it for the long haul.

JOB DETAIL

As a Residential Youth Specialist, you will be primarily responsible for providing care and supervising residents in the program. This individual will serve as a resident advocate for assigned residents, while also ensuring that residents' developmental needs are met within a safe and supportive environment that enhances their ability to meet their treatment goals. The Youth Specialist will oversee the resident's safety as well as the community at large. This individual will develop therapeutic, professional relationships with residents and offer insight into their functioning and participation in program. This position is expected to function effectively with moderate supervision while following the guidelines given on procedures, along with agency, federal, and state regulatory requirements.

ESSENTIAL JOB RESPONSIBILITIES

- Obtain and retain an adequate amount of knowledge pertaining to the sexual offender treatment program, and successfully implement components on the job;
 - Actively participant in assigned activities and encourage positive interaction and growth amongst the residents;
 - Attend bi-monthly meetings with supervisor to discuss job performance, and/or issues or concerns;
 - Successfully follow the treatment guidelines by intervening in a caring and consistent manner, when the need arises;
 - Promptly conduct the nonviolent crisis prevention intervention (CPI) procedure, when necessary;
 - Oversee the residents' daily routines to include but not limited to meal time, study time, outings, bedtime, assigned jobs, and other residential activities;
 - Serve as a residential advocate by presenting social history at staff meeting following admission as well as reviewing the criminal sexual conduct and legal history, family history, psychological history, school history, and identify the issues or behaviors that would warrant attention in the treatment;
 - Provide residential advocacy at staff meetings by updating the team on information related to current level, length of time on that level, date of placement, length of stay, goal attainment percentages from the prior 4 weeks, school progress report, think tank or room restriction time, incident reports, assessment of overall functioning, interaction with peers and staff, and recommendation for new or revised treatment goals;
 - Perform essential functions of this position without operating a motor vehicle;
 - Maintain a flexible work schedule, including the ability to work night shifts, weekends, and holiday shifts;
 - Complete other duties as assigned.
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- May be required or asked to participate in a Bethany sponsored donor engagement event.

QUALIFICATIONS, SKILLS, KNOWLEDGE AND ABILITIES

- High School Diploma or equivalent;
 - Minimum of one year of child welfare experience working with children and/or adolescents;
 - Must be at least 21 years of age to operate a vehicle on behalf of agency;
 - Bilingual in English/Spanish preferred;
 - Prior experience working with individuals with sexual disorders, preferred;
 - Excellent verbal and written communication skills;
 - Must have an ability to provide excellent and compassionate customer service;
 - Ability to work independently and exercise a high level of confidentiality;
 - Must be reliable with time sensitive deadlines and tasks;
 - Demonstrated temperament to work and care for special needs youth who may have present sexual disorders in a residential setting;
 - Have the ability to serve as positive role model;
 - Demonstrated ability to nurture and provide structure, support, and respect to others;
 - Must be able to pass required medical examinations and have the physical ability to fulfill the essential job functions, including physical restraints of a resident;
 - Must be able to work effectively as a member of a multi-disciplinary treatment team;
 - Computer and typing skills sufficient to perform essential job functions;
 - This position requires the availability for night shifts, weekends shifts, and holiday coverage.
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- Computer skills sufficient to perform essential functions including knowledge of Microsoft Office Suite;
 - Must be 21 years old with a valid driver's license with at least 3 years of driving experience in the

- U.S. to operate a vehicle on behalf of Bethany;
- Must pass a Motor Vehicle Records (MVR) check and maintain a reliable vehicle with proof of adequate insurance coverage;
- Pass a criminal history screen, including state and local child protection agency registries;
- Subscription to and integration of the agency Statement of Faith, Mission Statement, and Commitment to Unity.

Additional Minimum Qualifications for this Position

- Must be at least 21 years of age;
- Must be able to pass required medical examinations and have the physical ability to fulfill the essential job functions, including physical restraints of a resident;
- Successfully pass an annual TB test and document preference to receive or decline Hepatitis immunization;
- Must be able to show proof of immunity to vaccine-preventable diseases transmitted by the respiratory route:
 - Varicella: two doses of varicella vaccine (at least four weeks apart) OR born in the United States before 1980 with a reported history of chickenpox (verified by an adult present at the time of illness) OR titers indicating varicella immunity OR documentation from a healthcare provider verifying previous infection.
 - MMR: two doses of MMR vaccine (at least four weeks apart) OR titers indicating immunity to all three diseases.
 - Tdap or Tdap: Complete primary vaccination series. If primary vaccination series completed in childhood, one Tdap dose in adulthood.
 - Influenza: one dose annually during flu season.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

- Regularly required to talk and/or hear
- Occasionally required to stand, walk, or sit; use finger dexterity, handle or feel; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl
- Occasionally required to move, lift, or restrain items up to 150 pounds in weight
- Primarily residential living space based, and will not be required to provide transport
- Routinely exposed to typical residential living noise levels and/or exposure to various weather conditions

ACKNOWLEDGEMENT

Employee Name: _____

Employee Signature: _____

Date: _____