**Residential Child Care Worker/Behavioral Specialist**

This exciting position provides endless opportunities to be a positive influence. It's not an easy job but it can be extremely rewarding.

**Position:** Direct Care Staff **Responsible to:** Shift Supervisor and Program Director  
**Position Supervised:** N/A

**Classification (FLSA):** Full-time, non-exempt

**Revision Date:** 06/09/2021

**Residential Child Care Job details**

The Genesis Project is a residential group home for abused boys in DHS custody, ages 6-12. Genesis provides a stable environment where children learn to be children. The goal of the Genesis Project is to prepare each child for a long-term family placement. Treatment is individualized in order to address specific needs unique to each child. Positive behaviors are reinforced to build self-esteem and encourage a sense of accomplishment.

The Genesis Project utilizes evidence-based trauma-informed treatments and therapies and training methods. We follow the six guiding principles to a trauma-informed approach including safety, trustworthiness and transparency; peer support, collaboration and mutuality; empowerment and choice; and cultural, historical and gender issues.

Morning, evening and overnight shifts are available and must be able to work weekends. Degree in related field preferred and experience preferred. Great communication skills (in verbal and writing), strong problem-solving skills and the ability to work well with a team are vital requirements for this position.

**Qualifications:**

* Bachelor’s degree or are actively, continuously pursuing the degree;
* The personal characteristics and experience to collaborate with and provide appropriate care to residents, gain their respect, guide their development, and participate in their overall treatment program;
* The ability to support constructive resident-family visitation and resident involvement in community activities;
* The temperament to work with, and care for, children, youth, adults, or families with special needs, as appropriate;
* Great communication skills;
* Must be able to work weekends; and,
* The ability to work effectively with the treatment team and other internal and external stakeholders.

**Residential Child Care - Behavioral Specialist Job Details**

Genesis will maintain a core group of staff that are trained in effective crisis support and intervention. A minimum of one staff member will be assigned to each shift and will serve as the Behavior Specialist for that shift. The Residential Child Care Behavior Specialist will support the Shift Supervisor as instructed. It is essential that the Residential Child Care Behavior Specialist be invested in the reduction and eventual elimination of the use of restraints/emergency physical procedures.

The Residential Child Care Behavior Specialist will be knowledgeable and skilled in the following areas:

* identifying potential crisis situations
* understanding the importance of intervening early in situations
* providing youth with support during periods of anxiety and/or stress
* employing a variety of de-escalation skills
* understanding the importance of employing a strengths-based approach
* developing individualized approaches based on the needs of each youth
* understanding trauma-informed care
* identifying traumatic issues
* implementing strategies to address traumatic issues
* understanding how physical restraints can be traumatizing and re-traumatizing for youth
* coaching other staff members
* employing the use of restraints as a last resort
* understanding the importance of relationship building

**Essential Functions of the Job:**

1. Ensure adherence to all agency, DHS, and licensing standards, and policies and procedures in all areas assigned.
2. Attend scheduled staff meetings and trainings as required. Read, review, and sign weekly staff meeting notes
3. Remain awake, alert and vigilant at all times to maintain a safe environment. Lead activities with youth and stay engaged with youth throughout the day.
4. On call one week, approximately once/quarter
5. Keep all locked doors secured. Ensure all chemicals are put back up after use behind locked door. Supervise bathroom use. Do not leave doors open and/or unattended.
6. Arrive timely to shifts ready to work.
7. Ensure that the unit is appropriately staffed as required by the DHS contract (4:1 awake hours, 8:1 sleep hours). Report any discrepancies to the Program Director or on call administration staff.
8. Ensure that ten minute bed checks are being conducted and documented.
9. Maintain, upkeep and cleanliness of the unit, including supervision of chores. Adhere to schedule responsibilities Y = clean yard, M = pass meds, T = take out trash, K = clean kitchen, L = wash and put up laundry.
10. Ensure the completion of laundry an chore schedules for residents. If linens are soiled, have youth shower, provide clean pajamas, clean their beds, provide clean sheets, and wash the linens.
11. Provide assistance as needed in the classroom, and follow up with youth on assigned homework.
12. Adhere to child abuse reporting guidelines, know how and when to contact the child abuse hotline.
13. Handle all emergencies and crises professionally should assistance be needed, contact Program Director or on-call administrative member.
14. Reporting any maintenance issues to the operations director or the program director.
15. Report any licensing deficiencies to the program director.
16. Monitor youth interactions; assist as needed.
17. Maintain daily charting notes on significant individual activities/events of youth or any other information that occurs during assigned shift. Complete the house logs at the end of each shift.
18. Adhere to confidentiality guidelines as outline by Genesis and HIPAA regulations.
19. Promote positive teamwork and communication among staff and residents. Use good judgment, maintain self-control, recognize when you or another staff needs help or needs to be removed from a crisis.
20. Be a positive role model for residents and staff.
21. This is not an all-inclusive list. The program director may assign other duties and responsibilities.

**Physical and Travel Requirements**

* Less than 50%, primarily by car.
* Occasional travel required during evenings and weekends.
* Occasional lifting up to 25 lbs, bending, and kneeling throughout the day
* Prolonged standing, sitting, and walking
* Valid Driver’s License and Auto Insurance Coverage

**Employee Name (Print)**

**Employee Signature**

**Date**

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties to meet the ongoing needs of the institute.