



## POSITION ANNOUNCEMENT – PLEASE POST

POSITION TITLE: Overnight Direct Care Staff  
PROGRAM: Rivera House  
OPENING DATE: 4/28/2017  
CLOSING DATE: Open Until Filled  
HOURS/WEEK: 32

**SCHEDULE:** To be determined. However, this schedule may be adjusted according to the needs of the program.

**WAGE/BENEFITS:** \$12.31 (\$11.81 + \$.50 overnight differential) per hour. Janus offers an excellent benefits program including medical, dental, life & long-term disability insurance; EAP; 401(k) and paid time off (varied eligibility waiting periods apply). Voluntary optional coverages are also available.

**TO APPLY:** Click [here](#) to apply. Internal applicants can apply through their employee dashboard when logging into Paycom.

Due to the volume of applications received, we regret that we can contact only those applicants who are invited to interview. If it happens that you are not contacted to arrange an interview, please know that we are grateful for your interest in employment opportunities at Janus Youth Programs.

Janus Youth Programs, Inc. is an Equal Opportunity Employer. Find out more about Janus at our website, [www.janusyouth.org](http://www.janusyouth.org)!

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**SUMMARY:** The position provides quality youth support and guidance to its clients. The Overnight Direct Care Staff is responsible for carrying out the overnight routines of an independent living program for LGBTQ youth, ages 18-24, who are re-entering the community from incarceration or structured residential settings. This position will be responsible for overnight supervision of clients.

In addition the Overnight Direct Care Staff is responsible for supervision, crisis intervention, and follow-through with clients, for up to 12 clients at any given time. This could include crisis management while still covering the floor and attending to the safety of other clients as well as tracking community clients all at the same time. Therefore it requires extensive exercise of independent direction and judgment as this is a single coverage position.

**QUALIFICATIONS** Any combination of education, experience and training that demonstrates the ability to perform the duties of the position is qualifying. This would typically include:

- Bachelor's degree in mental health, social work, juvenile justice, or related field or two years experience working with youth is preferred. (Note: No less than 50 percent of the Direct Care Staff shall have a Bachelor's Degree or 2 years experience working with youth.)
- At least one year's experience working with LGBTQ individuals and demonstrating a strong understanding of the challenges LGBTQ youth face within the juvenile justice system.
- Experience demonstrating knowledge of the LGBTQ community, including services, events, and current issues. Previous relevant experience and familiarity with applicable resources preferred.
- Must value working in a multicultural/diverse environment.
- Preference may be extended to current employees of Janus Youth Programs, Inc.

**Required Abilities:**

- Must value working in a multicultural/diverse environment.
- Ability to successfully engage youth in discussing personal issues and experiences (including sexual, romantic, intimate, familial) in a way that is affirming to gay, bi, trans and gender-fluid youth.

- Ability to work effectively and act on the agenda of the program.
- Ability to problem solve, exercise independent judgment within program guidelines, and respond to crisis situations.
- Ability to exercise tact, discretion, and judgment in working with a variety of people.
- Ability to effectively monitor safety and effectively de-escalate potentially chaotic or volatile situations.
- Ability to remain calm and emotionally available in an environment that serves at-risk and troubled adolescents
- Ability to regularly attend scheduled shift, be punctual for scheduled shift and meetings, and be in a condition suitable for assuming responsibilities of the position.
- Ability to accurately read, record, interpret and convey information.
- Ability to communicate effectively and respectfully with a wide range of individuals, including clients, co-workers, management staff, and identified community partners.
- Ability to maintain appropriate professional boundaries in working with others and in handling confidential information.
- Ability to climb at least 2 flights of stairs.
- Ability to provide visual and auditory supervision of clients.
- Ability to problem solve while keeping in mind the best interest and welfare of the client.
- Open to feedback and supervision.
- Ability to stay awake and alert throughout assigned shift.
- Manual/Physical dexterity allowing for performance of routine office and household functions (i.e, phone use, filing, faxing, copying, computer use, cleaning, etc.).

**OTHER REQUIREMENTS OF THE POSITION:**

- Must pass DHS criminal history clearance.
- Bloodborne Pathogen training required (and provided) on first day of employment and annually thereafter.
- Standard First-Aid/CPR
- Driving is not a requirement for this position. However, any employee who drives for work purposes, regardless of whether driving a personal or Janus vehicle and regardless of driving with or without clients, must complete the agency's driving approval process before driving for work.

**Working Conditions:**

- May involve exposure to communicable diseases, including a variety of illnesses and infections such as the common cold, TB, Hepatitis, flu, meningitis, and HIV.
- May involve exposure to upset, angry, severely traumatized or emotionally disturbed children, adolescents and families.
- Position may require some overtime, including evening and weekend hours.
- Position may require working and providing services at a location other than the primary location such as clients' apartments, homes or restaurants and cafes. As a result, worker may find themselves exposed to conditions not typically found in a residential setting or within the control of employer (i.e., second-hand smoke, varying hygiene practices, etc.).

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