



POSITION ANNOUNCEMENT – PLEASE POST

POSITION TITLE:	Substitute Direct Care Staff
PROGRAM:	Rivera House
OPENING DATE:	Ongoing
CLOSING DATE:	Ongoing
HOURS/WEEK:	Variable - hours per week not guaranteed

SCHEDULE: As needed on a sporadic basis. There is no guarantee of scheduled hours. Because the program is staffed 24-hours per day, 365 days per year, substitute workers must have some flexibility in their availability and, generally, must be able to work overnight shifts, as well as weekends and holidays. Substitute Workers who do not work for 6 consecutive months are normally removed from the employment rolls.

WAGE/BENEFITS: Beginning wage is \$12.83/hour. Ineligible for benefits except as required by law

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

<https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails?job=32304&clientkey=B2769BCD28C361F478D256B9462A3454&jpt=6e3dbb7555caedb72010afdca45af8>

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!

SUMMARY: The Substitute Direct Care staff is responsible for carrying out the daily routines of an independent living program for LGBTQ youth on parole and probation, ages 18-24, who are re-entering the community from incarceration or structured residential settings. This position will assist other staff with client community safety planning, activity planning, and skill development. A minimum of 50% of your shift will be spent delivering billable skills training as per the clients Service Plan.

In addition the Substitute Direct Care Staff is responsible for supervision, skill development, crisis intervention, and follows through with clients regarding their Service plan, for up to twelve 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 the Rivera House typically is only staffed with two staff per shift.

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 OR equivalent education, experience and/or training which is defined, at a minimum, as one year work experience AND two years education, training, or additional work experience, all in the care and rehabilitation of youth. (Note: no less than 50 percent of the Direct Care Staff shall have a Bachelor's Degree.)
- 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.

REQUIRED ABILITIES:

- Must value working in a multicultural/diverse environment.
- Ability to successfully engage youth in discussing issues and experiences (including sexual, romantic, intimate, familial) in a way that is affirming to gay, bi, trans and gender-fluid youth.
- 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 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 escort and supervise clients in the community which may require standing and walking up to an hour at one time.
- Ability to accurately log the outcome of client meetings and planning sessions.
- Ability to direct clients to resource groups in the community for assistance
- Ability to problem solve while keeping in mind the best interest and welfare of the client.
- Ability to stay awake and alert throughout assigned shift.
- Demonstrated ability to accept supervision and act upon feedback provided.
- 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:

- Driving is preferred; a personal vehicle for travel and/or transport clients preferred. All employees who drive for work purposes must have and maintain a valid driver's license for state of residency, have a driving record that permits coverage under the corporate auto liability policy, and complete the agency's driving approval process before driving for work. If driving a personal vehicle for work purposes drivers must also have personal auto liability coverage (\$100,000/\$300,000 levels strongly recommended). Employees are not to drive for work purposes until they have received written authorization to do so.
- Bloodborne Pathogens training is required on first day of employment and annually thereafter.
- Must complete Mandatory Abuse Training within the first 30 days of employment and annually thereafter.
- Provides emergency first-aid, as needed, and must have and maintain standard first-aid/CPR certification.
- Must pass criminal history background check.
- Must obtain National Provider Identification Number through the National Plan and Provider Enumeration System.

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.
- May involve time in excess of routine schedule and/or overtime, including evening/overnight, weekend hours, and/or holidays.
- May require working and providing services at locations other than program site (i.e., restaurant, café, clients' apartments, etc.) and may, therefore, be exposed to environments not under agency control (i.e., second-hand smoke, varying hygiene practices, etc.).

This position description is intended to give the reader a general idea of the overall purpose and the main activities and responsibilities that are intrinsic to this position. While this description is intended to be representative, it is not intended to be limiting.