



POSITION ANNOUNCEMENT – PLEASE POST

POSITION TITLE: Overnight Substitute Direct Care Staff
PROGRAM: Rivera House
OPENING DATE: 7/10/2017
CLOSING DATE: Open Until Filled
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: \$12.31 (\$11.81 + \$.50 overnight differential) per hour. Ineligible for benefits except as required by law

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!

SUMMARY: The position provides quality youth support and guidance to its clients. The Overnight Substitute 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 Substitute 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.

Education & Experience Required:

- A. 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.)
- B. 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.

Knowledge, Skills and Abilities Required:

- 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-diverse 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:

- 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.). Is this true for ON staff?

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.