

Wernle Youth & Family Treatment Center

Job Description

Job Title:	Therapeutic Behavioral Specialist
Company:	Wernle Youth & Family Treatment Center
Department:	Residential
Reports to:	Program Manager
Status:	Full-time

Wernle is a non-profit residential treatment – behavioral health care agency committed to providing quality services to children and their families through caring programs and healing relationships, which are reflective of God’s love in Jesus Christ.

Job Summary:

Provides leadership and supports implementation of the treatment plan for each resident to address the complex psychiatric, emotional, sexual and behavioral issues coupled with poor impulse control, poor social skills, and deficient coping skills, requiring a highly structured treatment milieu in compliance with COA standards and state, federal, agency and all other applicable rules and regulations.

Essential Duties and Responsibilities:

- Provides constant supervision of residents and assists residents with activities of daily living (ADLs) and adherence to programming schedules, including but not limited to education, recreation, and groups.
- Ensures that residents comply with agency/program rules and regulations.
- Reinforces the goals and objectives of individual treatment plans for residents by positively reinforcing strengths and addressing areas for continued development.
- Assist residents in recognizing and overcoming behaviors triggered by past trauma.
- Monitors behaviors and responds to irregularities or problems, considering past trauma and triggers, including but not limited to: tone of voice, physical boundaries and touch.

- Uses behavior management techniques as prescribed by Therapeutic Crisis Intervention, to de-escalate, redirect, and, when posing a threat to themselves or others, initiate and/or participate in physical restraints.
- Escorts residents to all designated activities, which includes, but is not limited to, recreation events, meals and various other activities.
- Participate in the treatment planning and review process.
- Promote a therapeutic milieu and appropriate socialization.
- Employ trauma sensitive practices.
- Complete required documentation.
- Maintains defined boundaries with residents.
- Performs housekeeping in residential areas, including laundry, vacuuming and various other activities, as needed.
- Plans, leads, participates and engages residents in recreational, educational and various other activities including groups.
- Administers medication as instructed, with appropriate training and certification.
- Maintains a safe, healthy, structured environment for residents.
- Models appropriate communication and behaviors for residents.
- Participates in programming unit meetings.
- Develops and maintains positive relationships with external customers, families and employees and residents.
- Obtains the required number of training hours for full or part time position within specified time frames.
- Performs other duties as assigned.

Education and Experience:

High School Diploma or GED

Over the age of 21

Language Skills:

Possesses ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals; ability to write routine reports and correspondence; ability to verbally communicate with residents and co-workers.

Reasoning Ability:

Possesses ability to apply reasonable understanding to carry out instructions provided in verbal, written or diagram format; ability to exercise good judgment; ability to identify and respond to problems and crisis situations in the time frame and manner demanded by their severity.

Physical Requirements:

The physical requirements of this position include the ability to regularly reach with hands and arms, talk, hear, stand, walk, run, sit, use hands to finger, handle or feel, climb or balance, stoop, kneel, crouch, crawl, push, turn, and pull. The ability to regularly lift 50 to 100 pounds while moving and/or climbing. This position regularly exposes employees to physical activities with the adolescent males that could result in physically escorting and/or restraining, physically intervening and/or removing them to a secure setting. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Mental Requirements:

The mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the

essential functions. Mental requirements include, but are not limited to, the ability to concentrate, take initiative, cope with stress, adapt to and stay alert in a busy work environment. Other requirements include the ability to maintain personal and emotional boundaries with residents and the ability to accept and manage change and ambiguity in a variety of situations.

Work Environment:

The work environment described here is representative of that which an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee may frequently drive an automobile, taking children to appointments, recreational activities, and various other appointments. Employees may be exposed to outside weather conditions, blood borne pathogens, and a constant or intermittent high noise level that could cause distraction or hearing loss. The noise level in the work environment is usually moderate to loud.