

HopeSpoke Therapeutic Group Home Youth Treatment Specialist Application

THERAPEUTIC GROUP HOME YOUTH TREATMENT SPECIALIST BASIC FUNCTION

Working under the supervision of the Director of Residential Services and the Program Manager, the Youth Treatment Specialist (YTS) is routinely responsible for operationalizing assigned treatment activities in the staff-secure, Therapeutic Group Home. Concurrently, the YTS is responsible for insuring the safety of adolescents in the program, staff, and the general community by providing levels of security through which the presence of residents is actively monitored. The YTS is also responsible for planning and participation in daily scheduled residential and treatment activities, aside from sex offense-specific group therapy. The YTS will collect and convey information through various reporting and documentation processes. The YTS is an integral team member. Each YTS will receive training which addresses job responsibilities.

POSITION RESPONSIBILITIES

1. IMPLEMENTATION OF DESIGNED TREATMENT INTERVENTIONS

A. Through designated training and activities, the YTS will understand and operationalize treatment related to Cognitive/Behavioral and Developmental Dimensions discussed in the HopeSpoke/Therapeutic Group Home Manual:

Accepts responsibility for actions	Interpersonal/Developmental Issues
Anger management	Listens and processes information accurately
Attends ThGH activities	Manages physical health/hygiene/nutrition needs
Actively participates in ThGH activities	Manages sexual arousal/grooming
Conflict –resolution/problem solving	Physically non-aggressive
Decision-making	Respects personal space/boundaries
Demonstrates respect for others	Safety/Security Issues
Demonstrates self-examination	Self-abusive comment/gesture
Empathy skills	Sexually non-assaultive
Follows staff instructions	Stress management
Impulse control	Verbally non-aggressive

B. Based on an understanding of the goals identified in “A”, the YTS will demonstrate competencies related to the goals by:

1. recognizing needs for intervention with adolescents addressing goal-related behaviors;
2. effectively intervening with adolescents when goal-related behaviors are manifested;
3. implementing designated treatment interventions related to goal areas which were addressed in orientation and training, and/or delineated by the Treatment Team;
4. demonstrating behavior consistent with cognitive and behavioral goals, including expectations for staff as effective role models.

C. The YTS will provide treatment guidance and feedback utilizing sensitive honesty and therapeutic communication skills, providing information to enhance each adolescent's skill acquisition, development, practice, and self-confidence.

2. PROVISION OF A THERAPEUTIC TREATMENT MILIEU

A. The YTS will demonstrate effective, therapeutic communication skills with adolescents, families, colleagues, and others coming in contact with the Therapeutic Group Home.

B. The YTS will insure safety and infection control policies are consistently implemented.

C. The YTS will participate in housekeeping activities to insure an optimally clean and healthy environment. nutritionally-balanced meals as well as develop basic living skills.

E. The YTS will supervise and participate in daily scheduled activities (except sex offense specific group therapy) with youth, for treatment purposes, growth and development needs, exercise, and/or health promotion.

F. The YTS will encourage the adolescents' active participation in all treatment and residential activities.

G. The YTS will implement necessary interventions to address maintenance problems needing repair or refer to the Program Manager for direction. Daily routine inspections are to be made to identify conditions which jeopardize maintenance of a clean, safe, and healthy treatment environment.

3. MANAGEMENT OF INFORMATION

A. The YTS will follow policies and procedures regarding communication of information, reporting, and documentation.

4. IMPLEMENTATION OF POLICIES AND PROCEDURES

A. The YTS will be responsible for knowing and implementing all policies and procedures accurately.

5. PARTICIPATION IN TRAINING

A. The YTS will satisfactorily complete all required orientation and ongoing training.

POSITION TITLE: Youth Treatment Specialist (YTS)

FACILITY: HopeSpoke Treatment Group Home (ThGH)

SUPERVISOR: Program Manager and Director of Residential Services

POSITIONS SUPERVISED: None

DEGREE OF SUPERVISION: Ongoing and as needed

Minimum Qualifications: High School Diploma and completion of special written interview.

Desired Qualifications: Undergraduate Degree in Human Services, experience working with youth in residential treatment, and/or experience in working with adolescents who have been sexually abusive are preferred. Special written interview must be completed and information consistent with treatment principles reflecting HopeSpoke's philosophy. Special consideration will also be given to experiences relevant to skills and/or knowledge relating to Cognitive/Behavioral and Developmental Dimensions list in 1.A.

THERAPEUTIC GROUP HOME YOUTH TREATMENT SPECIALIST WRITTEN INTERVIEW

This process is designed to provide applicants with opportunities to demonstrate job-relevant skills and delineate personal perspectives and philosophies. In that context, there are not “wrong” responses. Rather, the intent is to identify persons with goals, philosophies, and skills which align with HopeSpoke. Using the following rating scale, circle the rating which most represents your perspective:

Strongly Disagree -2			Disagree -1		Neither Agree nor Disagree 0		Agree +1		Strongly Agree +2	
-2	-1	0	+1	+2	Crises within the treatment environment must be represses to maintain an orderly environment.					
-2	-1	0	+1	+2	Personal appearance, attitudes and behaviors of staff persons are important treatment factors.					
-2	-1	0	+1	+2	Staff persons should not present behaviors which, if presented by youth, would be unaccepted or inappropriate in the context of the program’s treatment model.					

Describe your work experience with adolescents who have sexually assaulted commenting on what you think are the 3 most important issues to consider when working with this population. (If no experience, please still comment on the issues).

You and an adolescent are in the secure unit sitting alone in the television room. While engaged in innocuous conversation, the adolescent expresses high personal regard for you, and asks you to come to his bedroom after bedtime for the purpose of engaging in consensual sexual activities. What would be your response?

You are appropriately explaining to an adolescent's mother that it is important for her to become involved in treatment in order to be able to function as an "adjunct staff person" to assist in transferring treatment from the program to home environment. Without indication that you have done or said anything offensive, the mother shouts, "All you fucking middle-class assholes think you can look down on us just because we're poor. As far as I'm concerned, you and your treatment can go to hell because you can't look down on me!" What would be your response?

You walk in to a youth's room and find him and another peer engaged in oral sex. What would be your response?

Do you have any problems being involved in any cleaning, cooking, sports, educational and/or treatment activities with youth?

_____ No _____ Yes (please explain)

What are your long-term career goals?

How does this position relate to your long-term career goals?

For what length of time are you willing to make a commitment to this position?

Write a short narrative (not a list) of the information about yourself that you would most like us to know.

Are you a licensed driver in Nebraska? Yes No

Do you have a full-time use of an automobile, i.e., excluding mechanical difficulties, will you be able to drive your own car to work every day? Yes No

What hours and days would be able to work?
(Generally, full time staff work 6:00 am. - 6:30 p.m. or 6:00 p.m. to 6:30 a.m.)

With the understanding that your response below is official, and discovery of false information will result in immediate termination of employment if you are selected for a position, please respond to the following:

<input type="checkbox"/> Yes	<input type="checkbox"/> No	Have you ever been convicted of any felony law violation?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Have you been convicted of any law violation?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Have you ever been convicted of any form of child abuse or sexual abuse in your personal or professional life in Nebraska or any other jurisdiction?

The earliest I can begin work is:

Printed Name: _____

Signature: _____

Telephone Number: _____

Email Address: _____

Date: _____