

## **Youth Care Worker II (YCW II)**

### **GENERAL DEFINITION OF WORK:**

Responsible for the day to day care, supervision, and security of detainees; responsible for mentoring less experienced shift personnel; does related work as required. Work is performed under the direct supervision of the Youth Care Supervisor.

### **TYPICAL DUTIES:**

Monitors and assesses detainee behavior for potentially dangerous and/or deceptive acts that may threaten the safety and well-being of themselves or others;

Maintains discipline of detainees through the systematic implementation of approved behavior management programs;

Coordinates and supervises detainee work assignments and recreational activities;

Develops and implements various psycho-educational groups as assigned;

Maintains daily program schedule;

Prepares detailed reports regarding detainee behavior;

Maintains detailed records of detainee's daily activities;

Models acceptable and appropriate behavior in conflict resolution, grievance resolution, language, conduct, and dress;

Issues clothing, bedding, toiletries, etc. as required;

Provides crisis intervention and exercises independent judgment in crisis situations as needed;

Maintains case files;

Conducts intake interviews and detainee orientation;

Conducts risk assessments and assigns detainees to appropriate living units;

Assists in preparing detainees for court, release, appointments, etc. as needed;

Processes intakes and releases;

Works cooperatively with other Youth Care Workers, Youth Care Supervisors, and other detention staff;

Conducts searches;

Mediates detainee interpersonal conflicts;

Supervises, mentors, coaches, and disciplines YCW I to promote effective operations and detainee services;

Participates in the hiring of Youth Care Worker I positions;

Serves as "Youth Worker In-Charge" of shift implementation as assigned;

Serves as "Medication Agent";

Performs housekeeping as assigned/required;

Operates the central control room as assigned;

Maintains proficient knowledge of operating procedures and licensing standards;

Establishes professional interpersonal relationships with detainees and co-workers that promote agency philosophy and mission;

Performs other duties as required.

### **KNOWLEDGE, SKILLS, AND ABILITIES:**

Ability to communicate effectively with detainees, staff, law enforcement personnel, and others, orally and in writing; general knowledge in the use of computers and basic word processing software; ability to efficiently plan and organize work; ability to work independently; ability to work effectively with co-workers, detainees, and other professionals; ability to work with maladjusted juveniles; ability to provide effective crisis management services; ability and willingness to work as a part of a professional team; ability to establish and maintain effective working relationships with co-workers, supervisors, detainees, parents and/or legal guardians, and the general public; ability to exercise sound independent judgment; ability to safely and effectively physically restrain out of control detainees; ability to safely and efficiently operate a motor vehicle. Knowledge of the juvenile justice system, individual and group behavior, security practices, suicide prevention, crisis intervention techniques, medications and side effects, and group facilitation.

### **EDUCATION AND EXPERIENCE:**

Graduation with a Bachelor's degree from an accredited college or university preferred with major course work in psychology, social work, sociology, criminal justice or related allied profession; and 3 years volunteer or paid experience working with the juvenile delinquent population, preferably in a secure or residential setting;

### **PHYSICAL REQUIREMENTS:**

Must have the use of sensory skills in order to effectively communicate and interact with other employees, detainees, and the public through the use of the telephone and personal contact. Physical ability to effectively use and operate office equipment, such as, computers, calculators, copiers, and fax machine. Must have the ability to walk and stand for long periods of time. Must have the physical capacity to lift a minimum of 1.5 cubic feet of files (approximately 40 lbs.), move furniture, and restrain violent detainees.

### **SPECIAL REQUIREMENTS:**

Must be able to successfully complete and maintain certification in CPR, First Aid, Med Agent, OSHA, and physical restraint without accommodation outside normal training guidelines; must have a valid Virginia driver's license; must pass extensive background investigation.

THIS IS A JOB DESCRIPTION AND NOT AN INDIVIDUALIZED POSITION DESCRIPTION. A JOB DESCRIPTION DEFINES THE GENERAL CHARACTER AND SCOPE OF DUTIES AND RESPONSIBILITIES OF ALL POSITIONS IN A JOB CLASSIFICATION. BUT IS NOT INTENDED TO DESCRIBE AND DOES NOT NECESSARILY LIST THE ESSENTIAL JOB FUNCTIONS FOR A GIVEN POSITION IN A CLASSIFICATION.