

MIDLAND COUNTY

YOUTH DEVELOPMENT WORKER

General Summary

Under the supervision of a Detention Supervisor (if working in Detention), or the Juvenile Center Assistant Director (if working in Day Treatment Program), provides for the safety, welfare and security of the residents, staff, visitors and building. Supervises guides and counsels residents through daily activities within the framework of the Day Treatment and Detention units. Enforces rules within a Behavior Management Setting by providing positive and negative reinforcements. Prepares a variety of reports and documents detailing residents functioning in a structuring setting.

Essential Functions

1. Closely supervises residents of the Juvenile Center to ensure that adequate security measures are met and that order is maintained. Conducts security checks, takes resident counts, performs room inspections, and monitors video and audio systems.
2. Observes, confronts and redirects residents' behavior within a Behavior Management Setting. Enforces rules by providing positive and negative reinforcements through issuing earned points to purchase items, pay fines and otherwise simulate real life situations.
3. Prepares and dispenses prescribed medications. Refers youth to the nurse as necessary. Completes injury/illness forms as needed and notes any physical or other health related problems. Transports youth for medical and dental appointments.
4. Performs intake of residents to gather information, search for contraband and assess resident's potential for suicide or health concerns. Notes any physical health problems and reports any suspected child abuse or neglect to the FIA.
5. Prepares a variety of reports and documents summarizing resident progress, observations, incidents, behavior and adjustment problems, and other required information for use by the Probation Officers, Therapists, Judges, and other administrative officials.
6. Organizes and directs recreations activities including physical education, games, gym events, outdoor events and other activities.
7. Intervenes as necessary in crisis situations. Follows policy and procedural guidelines for physical and mechanical restraints, room confinements and other appropriate action. Such interventions may include physical control of residents with mental disorders and psychological problems as well as residents weighing in excess of 200 lbs.

MIDLAND COUNTY

8. Performs room checks as required when residents are secured in rooms, searches for prohibited items on residents, in rooms, and throughout the facility, and performs regular counts of potentially dangerous items.
9. Transports youth on field trips, overnight stays, community events and other activities. Ensures appropriate behavior is adhered to and that safety and security are maintained.
10. May assist therapist in the development and implementation of the planning and goal setting process for individual youth.
11. Performs drug testing, urinalysis and Breathalyzer testing as required.
12. Acts as positive role model and utilizes accepted therapy principles when conducting individual counseling to assist residents in decision-making. Provides therapeutic rapport and counseling of life long learning skills. Tutors and assists with homework.
13. Ensures youth are provided with nutritionally balanced meals daily, including those with special dietary needs. Assist with distribution of meals and supervising the cleanup of the kitchen and dining areas.
14. Ensures residents follow proper health and hygiene practices.
15. Instructs and supervises youth in the performance of daily housekeeping chores and cleaning duties, including light maintenance work. Performs other maintenance and cleaning duties as necessary to maintain the cleanliness of the Center. Services and maintains the Juvenile Center's vans.

Other Functions

16. None listed.

An employee in this position may be called upon to do any or all of the above tasks. (These examples do not include all of the tasks which the employees may be expected to perform.)

Employment Qualifications

Education: Completion of thirty semester hours of college coursework or equivalent quarter hours. Prefer some coursework in the social sciences including criminal justice and sociology.

Experience: Two years of work experience in a public or private child care institution, detention or juvenile residential treatment facility can be substituted for the above-mentioned college coursework.

MIDLAND COUNTY

Other Requirements: Must be able to become certified after employment in CPR, CPI and First Aid. Possession of a valid Michigan Driver's license.

The qualifications listed above are intended to represent the minimum skills and experience levels associated with performing the duties and responsibilities contained in this job description. The qualifications should not be viewed as expressing absolute employment or promotional standards, but as general guidelines that should be considered along with other job-related selection or promotional criteria.

Physical Requirements: *[This job requires the ability to perform the essential functions contained in this description. These include, but are not limited to, the following requirements. Reasonable accommodations will be made for otherwise qualified applicants unable to fulfill one or more of these requirements]:*

- Ability to step up on elevated surfaces, such as beds or stools, to conduct room searches.
- Ability to climb ladders and stairs.
- Ability to move desks, beds, furniture and other items weighing up to 75 lbs. to conduct security checks.
- Reaching, bending, and stooping to perform security checks, housekeeping and other tasks.
- Extended periods of walking throughout the facility.
- Ability to physically restrain youths.
- Lifting and carrying mattresses, laundry, food items, volleyball poles, supplies and other items weighing up to 75 lbs.
- Visual acuity sufficient to monitor control cameras and security panel, distinguish colors on the control panel and provide other forms of resident supervision.
- Ability to enter and retrieve information from a computer.

Working Conditions:

- Exposure to physical assault by youths.
- Exposure to youths with various states of cleanliness and hygiene.
- Exposure to various bodily fluids.
- Exposure to communicable diseases of the youth.