

POSITION DESCRIPTION

Position: Youth Development Specialist Status: Non-Exempt
Program: Mather Community Campus Family Services Date Revised: 12/2014
Reports to: Family Services Program Supervisor

POSITION SUMMARY:

This Youth Development Specialist is responsible for assuring quality services to all program participants in a compassionate and professional manner as it relates to the specific program objectives. Objectives include supportive interaction with participant families and team members, assessment of participant family needs, performance of all work duties as required, and provide direct care and service to youth residing at the MCC Family Site program. Work is performed in a cost effective and service oriented manner as it relates to established organizational standards.

OBJECTIVES/ACTIVITIES:

- A. Responsible for performing daily work requirements to achieve established objectives of the department.
 1. Complete daily shift logs, incident reports or behavior alerts as needed.
 2. Communicate with service providers and external county/state/city program representatives as required.
 3. Provide crisis intervention as needed.
 4. Respond to child related questions and concerns.
 5. Provide children with a safe, supportive environment free from ethnic or social prejudices.
 6. Comprehend and adhere to ethical guidelines and confidentiality laws.
 7. Communicate and comprehend oral and written instructions.

- B. Responsible for assistance with child development.
 1. Assist in orientation of the children services program requirements and regulations to new families upon intake.
 2. Assist in individual sessions as needed to assist parents with parenting skills and interventions with challenging children as needed.
 3. Implement and maintain children's case files to assist the Youth Case Manager and participant families with all child related issues.
 4. Work with Youth Case Manager to assess and report progress of youth participants for achieving goals and identifying potential risks while in the care of Family Services.
 5. Make referrals to the Youth Case Manager as needed
 6. Facilitate AOD Prevention related groups; provide recreational opportunities and academic support.
 7. Facilitate childcare groups during client group eight times each week.
 8. Facilitate parenting skills group as needed.
 9. Role model positive behavior to help parents as they work on parenting skills.

- C. Responsible for all areas of daily program maintenance in compliance with company policies.

1. Document and report all client concerns and/or infractions that can impact the program security.
2. Secure approval for exceptions to standard policy.
3. Notify management of potential workflow problems and resource needs necessary to attain performance standards.
4. Adhere to staffing schedules in order to provide adequate/safe staffing coverage and to accomplish program objectives.
5. Provide emergency shift coverage as needed.
6. Perform reasonably related duties as assigned by the Youth Case Manager

D. Responsible for training and development of new staff.

1. Assist in department orientation and training for new employees as requested to assure quality work outcomes.
2. Identify
3. Serve as part of the program development team by providing information and support for the development of quality operations.
4. Maintain an above average working knowledge of fire, safety, health standards to assure safe work environment for clients and all personnel.

E. Responsible for self-development.

1. Continually learn and enhance technical and interpersonal skills.
2. Attend staff meetings/assigned training seminars and complete required certifications, i.e. CPR, First Aid, etc.

EQUIVALENT EDUCATION AND EXPERIENCE:

Must have at least two (2) years' experience working with children. Experience with low income or homeless preferred. Specific knowledge and experience with Twelve Step philosophy, addiction and recovery, and dysfunctional family dynamics is preferred. This position requires demonstrated ability to communicate and comprehend oral and written instructions and to provide services to clients without ethnic or social prejudices. It requires general knowledge of issues and challenges unique to homelessness, substance abuse, cultural diversity, and persons with disabilities. Must be able to utilize a range of interventions to work with clients with varying needs and levels of functioning. Must have the flexibility to work irregular hours and have the willingness to function as a team member. Computer skills preferred but not required. Requires CPR and First Aid training within ninety (90) days of employment re-certification as necessary and T.B. testing annually. A valid California driver's license is required to operate any VOA vehicle.

SPECIFIC SKILLS REQUIRED:

Teamwork skills
Oral and written communication skills
Ability to assist other people
Organizational skills
Analytical and decision making ability

PHYSICAL REQUIREMENTS:

Lift and move up to 25 pounds
Stand, walk, bend, stoop and sit frequently
Kneel occasionally

NATURE OF SUPERVISION RECEIVED:

Daily activities are many times performed independently with accessible guidance and direction from the Family Services Supervisor. Must be able to function both independently and in a team environment working towards attainment of operational goals and contract compliance.

SUPERVISION EXERCISED:

The position does not supervise, however, may be delegated training and lead responsibilities as the program needs may require.

RESPONSIBILITIES FOR BUSINESS CONTACTS:

This position requires daily contact with county/state/city and business entities, clients, and all levels of support staff. The Youth Development Specialist is responsible for promoting company image and adhering to company practices and procedures, while establishing and maintaining good working relationships with all clients. Tact, discretion, and resourcefulness are required at all times.

FINANCIAL RESPONSIBILITY:

Substantial financial loss through loss of business contracts is possible.

NUMBER OF EMPLOYEES:

0

This job description does not constitute a written or implied contract and may be changed as business needs arise.

Indicate anything that would keep you from meeting the job duties as outlined above.

Employee Signature _____ Date Signed: _____