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**Job Description: Direct Care Specialist**

**Statement of the Job:** Under the supervision of Direct Care Team Leaders, a Direct Care Specialist is responsible for the daily care of the clients at Restoration Ranch. This includes ownership of each shift through problem-solving and the execution of scheduled activities, policies, and procedures. Direct Care Specialists are the frontline and hands-on support for clients served and make the largest day-to-day impact in a client's treatment.

**Requirements of the Job:** The person shall possess a high school diploma or GED. A direct care staff member should have previous experience in caring for and working with children. Must be 21 years of age or older per state guidelines. There shall be at least one direct care staff member to provide supervision for every ten children.

**Competencies:**

* Understand and have the ability to support youth who have experienced significant trauma.
* Understand the importance of relationships.
* Understand the effects of placement on children/youth.
* Understand the importance of relationships.
* Must have excellent listening skills.
* Must have a strong respect for youth and their rights.
* Ability to build relationships with youth individually and in groups.
* Ability to facilitate discussions.
* Ability to act as an advocate for youths’ interests.
* Ability to provide personal and social education, mentoring, support and guidance to youth.
* Understanding of suicide prevention.
* Understanding of areas that reflect the needs of the residents served by RRO, pertinent clinical skills.
* Understanding of resident-centered treatment planning and implementation; Interviewing skills.
* Understanding of evidence-based practices.
* Understanding of trauma informed practices; and clinical risk factors, including suicide, violence, and other behaviors that put the resident or others at risk.
* As the full owner of the shift being worked, the Direct Care Specialist must have the ability to make sound decisions, within policies and state regulations

#### Responsibilities include but are not limited to:

* Provide constant care and observation for children while on duty within the state and RRO ratios
* Medication administration
* Controlling to shift by managing behaviors and ensuring all activities are completed in a safe manner
* Cultivate developmentally appropriate independence in youth through planned but flexible program activities
* Positively reinforce a youth’s efforts and accomplishments through verbal and written praise
* Ensure continuity of care for youth by sharing with incoming Direct Care Specialists information about each youth’s activities during the previous shift and any verbal or written information or instructions given by the parent or other professionals
* Implement and follow the youth’s service plans.
* Accurately completes Critical Incident Reports as needed
* Create and deliver disciplinary consequences for policy violations
* Assess and document behavioral performance each shift for all residents, per service plan
* Completes and sees his or her entire shift through, including ongoing incidents, reporting, or documentation
* Complete all job duties per state and company policies
* The physical ability required by state code, be active on their feet, and properly execute SCM techniques