

## Direct Support Staff Employment Opportunity

Full Time & Part Time positions available

Exciting work, excellent opportunity! Make a difference!

Be part of one of the most dynamic child and adolescent mental health systems in the state. Northwest Passage is a mental health agency that provides intensive, residential treatment programming and inpatient clinical assessments. **Northwest Passage will also be opening a group home for youth in Hayward, Wisconsin.**

**We are seeking individuals to join our Hayward group home team** who are energetic, enthusiastic, reliable, mature, and self-aware. We are hiring for Direct Care Support Staff to work in our new group home program for individuals with behavioral and mental health challenges.

Role modeling and teaching clients positive social skills and accountability are critical. The ability to be creative and design interesting and hands-on therapeutic and educational mental health groups is imperative. Communication within the team is essential.

### Core Expectations/Tasks:

- Specifically responsible to provide therapy/counseling, group work, direction, care and supervision for assigned residents. This includes maintaining contact with referring agency social worker, parents/family/guardians of residents, program case manager, program dept. coordinators. Behavior management includes confronting inappropriate, threatening or abusive behavior for the purpose of maintaining safety with the community living milieu. This may require physical intervention with the context of defined program restraint and control procedure.
- Responsible to develop recommendations for treatment strategies and changes.
- Responsible to follow established treatment plans.
- Responsible to make recommendations for approval of home visits for assigned residents.
- Responsible to maintain daily charting log on assigned residents, reflecting daily treatment progress and behaviors. Also, submit incident reports to Program Director as required.
- Responsible to formally evaluate progress of residents on a weekly basis and determine appropriate Level designation for privileges in the program.
- Responsible to prepare written monthly summaries on assigned residents.
- May be required to attend staffings, reviews, or court hearings as directed.
- May be required to facilitate family visits with the program. Primary liaison between resident and the program, defining goals and expectations with the program and communicating goals and expectations of others outside of the program. Advocate of appropriate goals, wishes, and needs of assigned residents.
- Must work cooperatively with program Treatment Social workers, case Managers, and other treatment professionals assigned to the resident.

### Core Competencies:

- Ability to work independently and as a part of a team.
- Ability to communicate effectively with clients and staff.
- Must be responsible, mature, reliable, and self-aware.
- Ability to adapt to frequent change.
- Ability to work as member of a team in a complimentary fashion as well as to make independent decisions and to take independent action as appropriate.
- Ability to teach, lead, and counsel in a firm, but gentle, positive, assertive fashion.
- Sensitivity to and awareness of complex social and cross-cultural issues.
- Sensitivity to and awareness of a wide variety of public relations issues.

### Requirements:

- Bachelor's Degree -- preferred related field – Criminal Justice, Psychology, Social Work, Recreational Therapy

### Overview of Our Company:

Since 1978, our mission has been to provide comprehensive and integrated mental health services with a commitment to the highest quality programming while meeting the needs of our communities. Our primary focus has been to restore dignity, emotional wholeness, and a renewed sense of self-worth into the lives of young people. We promote these ideals by providing a treatment community of unmatched quality, with support, guidance, and caring as the cornerstones of the path to our clients' successes.

### How to Apply:

To be considered for this opportunity, email to [SteveN@nwpltd.org](mailto:SteveN@nwpltd.org) or fax to 715-635-3401:

- 1) Cover letter stating your interest in the position;
- 2) Resume; and
- 3) Three (3) professional references with names and phone numbers.

We are an equal opportunity employer. Employment, evaluations and wages are based on the qualifications of an applicant and her/his ability to perform the duties listed in the job description without regard to race, religious creed, gender, national origin, ancestry, disability, age, marital status, sexual orientation, medical condition or any other characteristic protected from discrimination by federal, state or local law.