

## **SENIOR JUVENILE GROUP WORKER**

### DEFINITION

To provide care, guidance and supervision of juveniles in a secure residential setting; to plan, develop and implement activities that enhance the growth and development of the individual youth. To provide coordination and oversight on shift to ensure all operational duties are covered. To facilitate staff communication with each other and supervisors and adherence to policies and procedures. To maintain close communication with detention supervisors regarding detention staff adherence to policies and procedures, ethical guidelines and work performance; and to perform related duties as assigned.

### CLASS CHARACTERISTICS

This is the advanced journey level class in the Juvenile Group Worker series. Positions at this level are distinguished from other classes within the series by assuming lead or supervisory responsibilities over other staff and by assuming responsibilities for coordinating programs and activities and for implementing effective treatment, security and custody procedures. Employees perform difficult and responsible types of duties assigned to classes within this series including assessment and treatment of juveniles; individual and group counseling; orientation of new residents to the facility; guidance, care and training of juveniles. Employees at this level are required to be fully trained in all procedures related to assigned area of responsibility.

### SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Group Work Supervisors, and technical and functional supervision from the lead Senior Juvenile Group Worker.

May exercise functional and technical supervision over professional, clerical, technical, and other assigned staff.

### EXAMPLES OF DUTIES - Duties may include, but are not limited to the following:

Supervises daily activities of detainees, including personal hygiene, meals, leisure activities and work activities.

Assists residents in making appropriate behavior and attitudinal changes based on information gathered through assessment and observation of specific situations and needs.

Observes and accurately records residents' behavior, attitude and responses for the courts and other involved professionals.

LANE COUNTY  
Senior Juvenile Group Worker (continued)

EXAMPLES OF DUTIES (con't)

Provides individual and group assessments and participates in the development of short-term treatment plans and goals, and individual and group activities.

Provides training and feedback to assigned personnel; and provides input related to employees' performance evaluations.

Trains, supervises, monitors and evaluates the work of volunteers, extra-help, and students.

Provides individual counseling and leads group counseling sessions, recording individual responses and group dynamics.

Maintains the security of the facility; conducts inspections and security checks and searches; supervises visitors, support personnel and volunteers when in the secured area of the facility.

Facilitates conflict resolution between youth; disciplines and physically restrains youths as needed.

Conducts orientation process for and assessment of incoming youths and assists them in making the initial adjustment to institutional life.

Consults with and assists family members, counselors, caseworkers and other professionals in the department, and other agencies involved with individual youths.

Instructs youth in social and life skills, physical exercises, academic skills and crafts.

Provides information and assistance to medical personnel; administers medication; handles any medical emergency or crisis situation.

May act as shift supervisor coordinating, planning and monitoring the activities, assisting staff and ensuring the security and smooth operation of the facility during the shift. Recommends and assists in the scheduling of personnel in the work unit to maintain minimum staffing levels and training.

Provides ideas and suggestions for effective and efficient policies and procedures and best practices program development.

Participates on and coordinates committees to address development and implementation of new programs.

Facilitates communication, problem solving and conflict resolution between co-workers.

MINIMUM QUALIFICATIONS

Knowledge of:

Teamwork concepts and communication techniques, including conflict resolution.

Principles, methods and techniques of individual and group counseling.

Theories of youth and adolescent development and their application, and understanding of the dynamics of behavioral and emotional problems in youth.

Crisis intervention and emergency response to youth acting out.

Basic first aid and CPR techniques.

Lane County Department of Youth Services and detention practices, policies and procedures and applicable state laws, rules and regulations.

Household management, health, safety and personal hygiene.

Research based principles and methods of effective treatment for juvenile delinquency.

Emergency building and security response procedures.

Ability to:

Coordinate programs and activities on a shift.

Advise and train other group workers in the concepts of detention, department policies and procedures and the appropriate handling of serious or recurring behavior problems and crisis or emergency situations.

Prepare short-term treatment plans and goals with input from other professionals.

Train and oversee volunteers, students and staff.

Maintain a safe and secure environment and anticipate and recognize threats to the security of the facility.

Assess and make sound and appropriate decisions regarding the method of intervention or treatment.

Make accurate assessments of youth behavior and attitude, and document observations.

LANE COUNTY  
Senior Juvenile Group Worker (continued)

Ability to: (con't)

Plan and implement activities that enhance the growth and development of youth and meet their individual needs.

Effectively deal with angry, hostile, distraught or confused youth and gain their confidence and cooperation.

Instruct and teach youth social skills, leisure skills and basic household skills.

Effectively handle medical or other emergencies and provide crisis intervention.

Establish and maintain effective working relationships with those contacted in the course of work.

Communicate clearly and concisely, both orally and in writing.

Experience and Training

Training:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in psychology, counseling, criminal justice, social work or a related field.

Experience:

Three years of responsible professional experience working with juveniles in a residential setting.

An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

Special Requirements:

Completion of the OJDDA Basic Training Course for Detention Group Workers and possession of a current first aid and CPR certification.