

December 2, 2020



Youth Care Worker- Mental Health

Devereux Advanced Behavioral Health - West Chester, PA 19380

Job Type

Full-time

Part-time

Full Job Description

Description:

Do you have a passion to work with children with Mental Health, Intellectual, Developmental or Emotional, disorders?

Are you looking for an opportunity to make a real difference in someone's life?

If you answered **YES!** to either of these questions, then consider joining our Devereux Advanced Behavioral Health team!

Being a Youth Care Worker has its Advantages!

You will be offered:

- Full Time-consistent and set schedules of 40 hours per week
- Great benefits and generous paid time off
- Benefit Eligibility after 30 Days of Employment (1st day of the 1st pay period after 30 days)
- Tuition assistance for college credits/degrees
- Growth and Promotion Opportunities
- Paid Training & Professional Development
- Hourly rates from \$14.75-\$16.82 depending on relevant past experience

****Now Offering: Sign-On Bonus= \$1,000****

*****\$350 upon hire + \$350 at the completion of 90 days + \$300 at the completion of 180 days*****

The Devereux Pennsylvania Children's Intellectual and Developmental Disabilities Services (CIDDS) center serves children, adolescents and young adults – from birth to age 21 – with autism spectrum disorders, intellectual and developmental disabilities, and behavioral and emotional disorders. Each year, more than 1,000 children and adolescents receive specialized care, in the environment best suited to the unique challenges they face, all with the goal of providing each child with the academic, social, emotional and life skills needed to flourish in their home community.

CIDDS services include: two Approved Private Day schools, community-based mental health services, community-based employment training and social skills training, therapeutic foster care and a full-time residential program.

This position is responsible to:

- Establishing and maintaining a therapeutic rapport with children/adolescents
- Encourage and provide opportunities for positive peer and social interactions, teaching of social skills, a sense of community, anti-bullying and problem solving

- Assisting, supporting and instructing individuals in self-help, coping skills and positive behavioral interventions outlined in a clinical treatment plan
- Ensuring individuals are safe, healthy and living in a clean environment.
- Planning and implementing positive use of free time through recreational activities and personal leisure skill development

Devereux requires all individuals interviewing for a position involving contact with children to complete The Diana Screen, a screening that assesses a candidate's understanding of appropriate boundaries between adults and children.

All Devereux centers have formal infectious-disease and emergency-management plans, which have been tailored to address the unique aspects of COVID-19 prevention to ensure the safety of our employees and individuals served. This includes social distancing, increased professional cleaning and sanitizations, daily contact with local health departments, telehealth programs and supporting the physical and financial health of our team members

Learn More about Being a Youth Care Worker at Devereux!

Keywords: *direct support, DSP, elementary, autism, IDD, direct care, psychology, human service, behavioral health*

What is Devereux doing to support and protect the health and safety of our staff during the COVID-19 pandemic?

At Devereux, nothing is more important than the health and safety of our clients, staff and families. All Devereux centers have formal infectious-disease and emergency-management plans tailored to specifically address the unique aspects of COVID-19 prevention. In accordance with the Centers for Disease Control and Prevention (CDC) and the World Health Organization, just a few of these precautions have included:

- Establishing enhanced cleaning and disinfection across all campuses and sites
- Implementing social distancing protocols across all programs
- Using PPE, including masks, gloves and gowns as indicated by the CDC
- Ensuring daily temperature and symptom screenings for all staff and clients

Throughout the pandemic, Devereux has also supported the physical and financial health of our dedicated team members - our very own Healthcare Heroes. A variety of options have been implemented over time to support our staff, including the provision of:

- Ongoing dedication bonuses, as well as sign-on bonuses, for direct support professionals (DSP) and other staff members
- Flexible schedules, remote working where possible, and redeployment between programs and services
- Hazard pay for those supporting quarantined individuals and shelter away services to frontline staff, when needed, to mitigate spread to families
- Advancing paid time off and sick time; eliminating telemedicine costs over a period of time

As the COVID-19 situation evolves, we will continue to adapt our response (and protocols) in real-time to meet any challenges and to ensure the safety of our staff and those we are so privileged to serve and support.
#devereuxstrong

Qualifications:

High School Diploma or GED required. Education Evaluation required if education was acquired outside the U.S. Some experience working with children preferred. Must be at least 21 years of age and have a valid driver's license.

The IDEAL candidate will... Be empathetic, a team player, have excellent written and verbal communication skills, energetic, creative, understand the theories of behavior management and positive reinforcement, and represent yourself as a positive role model. Additionally, you must be able to complete required new hire orientation class, have a strong passion for working with and helping children and adolescents with special needs and possess a valid license.

Physical Requirements: Significant amounts of walking, sitting, and standing. Some lifting and/or managing resistance required related to applying physical intervention techniques upwards of 75-100 lbs. or more. Some repetitive wrist/hand movements, normal hearing and vision. Occasional use of computers and office equipment. Occasional driving of Devereux vehicles for business purposes. Ability to meet 100% mastery of Safe and Positive Approaches.

Work Environment: Regularly works inside areas that are adequately lighted and ventilated. Some fluctuations in temperature. Use of Protective equipment such as latex gloves, facial mask protective eye-wear, and gown. Possible exposure to blood-borne pathogens. Some degree of physical involvement in exercise of Safe and Positive Approaches.

Company Overview:

About Devereux Advanced Behavioral Health

Devereux Advanced Behavioral Health is one of the largest and most advanced behavioral healthcare organizations in the country. Informed by the latest advancements in science and medicine, we combine evidence-based interventions with compassionate family engagement to help change lives. We were founded in 1912 by special education pioneer, Helena Devereux. Today, Devereux is a national nonprofit partner for individuals, families, schools and communities, serving many of the most vulnerable members of our society in areas of autism, intellectual and developmental disabilities, specialty mental health, and child welfare.

Our Mission: Devereux Advanced Behavioral Health changes lives – by unlocking and nurturing human potential for people living with emotional, behavioral or cognitive differences.

We employ more than 7,500 staff and operate 15 centers in 13 states. We offer a comprehensive national network of clinical, therapeutic, educational, and employment programs and services that positively impact the lives of tens of thousands of children, adults and their families every year.

Our Culture, Our Expectations

At Devereux, we strive to incorporate Servant Leadership into our culture and every aspect of our organizational framework. This is integrated into the delivery of quality programming for the individuals we serve, their families, and other stakeholders, as well as the development and empowerment of our employees. We offer challenging and exciting work, and our supportive team environment creates an empowering and positive atmosphere. To be successful in our work environment, you will put the needs of others first, and will feel called to serve, and called to lead. As a member of our team, you will support our commitment to cultural diversity and equity across all programs and services, and within all policies and employee practices.

Competitive Salary and Benefits

In addition to a competitive salary, Devereux provides a comprehensive health and welfare program to eligible full-time employees, family members and domestic partners. Eligible employees are eligible to start benefits after **30 days** of employment. In addition, we offer;

- Medical (including telemedicine via phone, web, app), dental, prescription drug, preventative care, and mental health services.
- Student loan debt assistance, tuition reimbursement and continuing education assistance.
- Generous time-off, 403(b) retirement plan with matching benefit, and voluntary/employee paid supplemental life and accident coverage.
- Employee assistance / work-life balance program.

Visit benefits.devereux.org to see why we are a great place to work!

Devereux is a drug-free workplace, drug screening required. EOE

<https://www.indeed.com/jobs?q=sociology&l=Bryn%20Mawr%2C%20PA&vjk=161dd0d61b82a41b&advn=230218123563878>