

Class Concept

Employees serve as the lead workers / mentors, providing supervision to ensure quality care and prescribed therapeutic interventions in a safe environment for adolescents in state residential treatment programs. Work includes training that covers broad areas, such as complex behavioral programming and on-the-spot counseling. Employees in this classification may provide health care services ranging from minimal levels of assistance with independent patients to extensive supervision to protect patients from injuring themselves or others and to ensure optimal health care for medically fragile patients, many of whom are non-ambulatory. Employees work with adolescents and their teachers, parents, and clinical staff toward improving clients' social, academic, and daily functioning skills as well as reducing aggressive, defensive, anxious, and/or dangerous behaviors. Work involves conducting ongoing assessments of patients and monitoring the level of success of the intervention. Adolescents served are diagnosed with a wide spectrum of psychiatric and developmental disorders, which may include maladaptive, unpredictable, and potentially dangerous behaviors. Work involves ongoing observation and interaction with patients. Employees serve as members of the treatment team by providing input regarding the status, condition, concerns, and recommendations for improved care. Work is performed under the supervision of clinical program staff. Employees supervise work, trains new staff, performs personnel functions, and is responsible for the safe and smooth operation of the unit during their assigned shift.

Recruitment Standards

Knowledge, Skills, and Abilities

- Considerable knowledge of adolescent psychiatric and developmental disorders, intervention models used in behavior intervention programs, medication classes and their side effects.
- Considerable knowledge of appropriate protocols for medication administration.
- Ability to convey information clearly to family members and treatment team members.
- Ability to clearly document patient progress as well as provide daily progress notes.
- Ability to observe, problem-solve, coach, report, document, and collect data with regard to treatment / education interventions.
- Ability to manage concurrent treatment plans and approved behavioral interventions during interactions with the patient, including ongoing assessments and applying judgement in the application of approved behavioral interventions.
- Ability to learn behavior management and supporting counseling techniques.
- Ability to train and supervise lower level staff.

Minimum Education and Experience

Associate's Degree in human services or related degree from an appropriately accredited institution and two years of directly related work experience; or

High school or General Educational Development diploma and four years of directly related work experience; or an equivalent combination of education and experience.

Necessary Special Qualifications

As required by facility, CPR certification and listing as a Nurse Aide I or Nurse Aide II by the NC Division of Health Service Regulation required prior to providing direct patient care.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.