

### Class Concept

Positions in this class supervise a therapeutic team responsible for implementing treatment plans, counseling, and supervising juvenile offenders housed in a youth development center. These residential facilities are the most restrictive, intensive dispositional option available to North Carolina's juvenile courts.

Positions assign cases, coordinate the treatment process, and oversee the delivery of services through the review and evaluation of treatment plans, direct observation, and interactions with juveniles. Work also includes hiring, training, orienting, evaluating, coaching, mentoring and disciplining staff. Work includes the responsibility for all aspects of community coordination, facilitating collaboration with other juvenile serving agencies to aide in community reintegration, and monitoring family visitation to ensure compliance with policies and provide intervention as needed.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Intermediate knowledge of team and consensus building
- Intermediate knowledge and understanding of various cultures, group dynamics, techniques of communicating with adolescents, and behavioral and developmental challenges and their treatment
- Thorough knowledge of the organization and operation of treatment programs for juvenile offenders, basic assessment principles, and practical application of a variety of counseling techniques and approaches
- Thorough knowledge of individual and group behavior, child and adolescent development, family systems, individual and group counseling techniques, crisis intervention techniques, the etiology of juvenile delinquency and empirically based methods of treatment
- Skilled in the application of crisis intervention techniques and emergency treatment procedure
- Ability to mediate differences in treatment approach and build consensus
- Ability to assess clients to develop appropriate treatment plans, formulate clear goal-oriented treatment plans, and document progress of juveniles
- Ability to communicate effectively with juveniles, families, and other treatment team members to explain the behavior and progress of the juvenile and establish rapport with juveniles
- Ability to supervise, train and direct the work of human services professionals and paraprofessionals

#### Minimum Education and Experience

Bachelor's degree from an appropriately accredited institution and three years of experience working with the juvenile/family client population and/or related human services experience; or an equivalent combination of education and experience.

#### Necessary Special Requirements

Applicants for positions designated as Juvenile Justice Officers are subject to and must meet the hiring and training standards established by the North Carolina Criminal Justice Education and Training Standards Commission, as defined in Title 12, Chapter 9 of the NC Administrative Code, by the statutory authority of GS 17C.