



Teen Challenge Adventure Ranch is a community of Christians committed to leading and loving through Christ. We believe that there is redemption for every youth and renewal for every family.

Teen Challenge Adventure Ranch provides evidence-Based, Christ-Centered Teen Treatment. Our residential treatment center brings a trauma-informed clinical approach and a Christ-centered environment together, offering a personalized, holistic treatment option for teen boys ages 14-17. We offer individual and group therapy, addiction treatment, outdoor adventure, equine therapy, academics, and spiritual development for teens from across the US.

## **Direct Care Staff — Support**

### **Job Description**

**Summary:** Direct Care Staff are assigned supervision of TCAR clients during direct care activities, and they are responsible for the general care, daily schedules, behavioral management, and discipleship of clients at TCAR.

**Reporting Supervisor:** Direct Care Director

#### **General Direct Care Responsibilities:**

- Supervision of Direct Care Activities/Client Care
  - Implement and support the client therapeutic/discipleship progress. Takes into consideration the unique needs of the TCAR client population.
  - Plan and supervise the daily ministry, recreational, discipleship, Outdoor Adventure activities and ADL (Activities for Daily Living) in accordance with program philosophy of intervention and which support healthy client functioning and which support client treatment goals.
  - Apply disciplinary procedures and general behavioral management. Focusing on helping clients learn to manage their own behavior.
  - Coordinate with other departments (e.g., Academics, Clinical) to provide a holistic, well-rounded, integrated program for clients.
  - Assure that TCAR Policy and Procedures are up to date and effectively implemented with regard to the Direct Care department activities.
- Clinical Responsibilities
  - Ensure the well-being of clients and provide a positive, supportive and structured environment.
  - Responsible for conducting safety checks and ensuring that supervision is conducted at proper intervals, as noted in special precautions, or in accordance with individualized supervision guidelines as needed.
  - Document timely, accurate and appropriate clinical information in patient's medical record.

- Interact routinely with clients, observe behaviors and communicate significant observations to appropriate staff.
- Facilitate client educational-rehabilitative groups which cover a variety of topics including social skills, coping skills, experiential learning, life skills, character studies, anger management and independent living skills.
- Engage clients in activities and interactions designed to encourage achievement of treatment goals.
- Participate in inter-disciplinary team meetings as needed/required.
- Discipleship Responsibilities
  - Oversee, Implement, and instruct comprehensive discipleship training program for clients in assigned Hall.
  - Maintain a Christ-centered, Holy Spirit dependent, ministry atmosphere in assigned client Hall. Making sure the assigned client Hall aligns with the philosophy of ministry outlined in TCAR policy and procedures.
  - Provide effective discipleship when ministering to clients. Staff should be capable of and empowered to:
    - ✓ Lead students to Christ.
    - ✓ Conduct Bible Studies.
    - ✓ Provide spiritual leadership to residents while also continually encouraging residents toward personal growth.
    - ✓ Minister to students as opportunity arises and/or during scheduled sessions.
- Other: At times, staff members may be called upon to serve in areas not necessarily outlined in their formal job description.

### **Qualifications**

- High School Diploma or GED, College Degree Preferred
- 30 hours of training in childcare or related field (Provided by Teen Challenge)
- Maintain First Aid and CPR certification (Certification training provided by Teen Challenge)
- Be trained in Crisis Intervention at least biannually (Provided by Teen Challenge)
- Valid Driver's License
- Must be at least 21 years of age.
- Mature and Godly character
- Must meet the requirements of the Arkansas department of human services for residential care staff - All applicants will be background checked.

### **Salary Agreement:**

- Hourly Pay Rate of \$15.00-\$16.00.
- Medical/Vision/Dental Insurance
- Continuing Education Reimbursement 75% up to \$5000.00 annually
- 403b Retirement with up to 3% matching