

**Jefferson County Position
Description****Name:****Department:** Human Services**Division:** Child and Family**Position Title:** Youth Justice Worker**Pay Grade:** 7 **FLSA:** Non-exempt**Date:** November 2023**Reports To:** Juvenile Justice Supervisor

Purpose of Position

The purpose of this position is to provide safety and treatment to youth adjudicated under State law as delinquent and to their families, through assessment, case planning and case management while also providing safety to the community.

Essential Duties and Responsibilities

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Performs full assessments for court attached youth to determine risk level, protective factors and the criminogenic needs that are driving their involvement in the youth justice system.
- Provides Functional Family Case Management services, including ongoing relational assessments, assessments for safety, treatment, case planning, and goal review via direct client interaction.
- Provides accurate and timely record keeping of State required documentation including but not limited to: legal actions, court reports, permanency plans, administrative reviews, judicial reviews, CANS, TCMs, youth justice case plans, progress notes, and case closures as well as non-state required information.
- Supervises court orders and provides court services by preparing and presenting reports to the court. Participates in hearings and proceedings including giving testimony.
- Advocates for clients and families in coordinating needed services and providing appropriate referrals to available resources including legal, academic, medical, community programs and multi-disciplinary county programs.
- Facilitates ongoing community education and collaboration between consumers and contracted providers to promote child welfare and community safety.
- Interprets, understands, and implements policies, laws, and procedures in accordance with Federal, State, and local policies, rules, and regulations.
- Participates in Intake or Emergency Mental Health duties, as needed.
- Practices competent motivational interviewing techniques, if applicable.
- Supports and enhances a trauma-informed care environment.
- Completes annual compliance training and adheres to Human Services compliance policies and procedures.
- Complies with County HIPAA Policies and Procedures, if applicable.
- Adheres to and promotes safety as a priority in the workplace.
- Demonstrates dependable attendance.
- Performs other duties as assigned or as may develop.

Additional Tasks and Responsibilities

While the following tasks are necessary for the work of the unit, they are not an essential part of the purpose of this position and may also be performed by other unit members.

Participate in team, agency or statewide committees or trainings as directed.

Minimum Training and Experience Required to Perform Essential Job Functions

Bachelor's degree in Social Work or closely related field; or an equivalent combination of education and experience.

Preferred Training and Experience Required to Perform Essential Job Functions

Bachelor's degree from a college or university plus two years of experience; or equivalent combination of education and experience.

Other Requirements – Certificates/Licensures

Valid driver's license.

Certificate in Social Work through the State of Wisconsin preferred.

Knowledge, Skills, Abilities

- Ability to plan and organize work effectively.
- Ability to maintain accurate current records and prepare clear and concise reports.
- Ability to establish and maintain effective working relationships with agency staff, community members, families, and collateral agencies.
- Ability to make assessments and provide or refer for appropriate treatment.
- Ability to manage one's time and emotions in an environment of rapidly changing priorities.
- Ability and comfort in assessing risk and safety planning.
- Ability to reliably and predictably carry out one's duties.
- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations.
- Ability to write reports, business correspondence, and procedure manuals.
- Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.
- Ability to work effectively with individuals and families to assist them in solving physical, mental, and social problems, with members of the mental health team and other allied professionals.
- Ability to work with challenging situations where clients may be hostile or aggressive.
- Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume.
- Ability to apply concepts of basic algebra and geometry.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Ability to counsel, treat and mediate, which may include providing first line supervision. Ability to persuade and convince others. Ability to advise and interpret on how to apply policies, procedures and standards to specific situations.
- Ability to utilize advisory and design data and information such as human service program manuals, forms, reports, rules and procedures, legal briefs and court orders, motions and petitions; Wisconsin Administrative Code; Wisconsin Statutes 48, 51 and 55; and educational curricula.
- Ability to communicate effectively orally and in writing with subordinates, Department Director, other Human Services professional and clerical staff, law enforcement, clients, State DHSS staff, attorneys, Judges, Family Court Commissioner, schools, medical personnel.
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- Ability to communicate effectively orally and in writing with subordinates, Department Director, other Human Services professional and clerical staff, law enforcement, clients, State DHSS staff, attorneys, Judges, Family Court Commissioner, schools, medical personnel.
- Knowledge of various cultures and diverse populations and ways in which cultural values impact individuals, families, and the community.
- Knowledge of assessment and treatment of persons whom have serious and persistent mental illness including co-occurring disorders.
- Knowledge of the principals and practices of psychotherapy. The knowledge of best practices and the ability to implement them.
- Knowledge of personality disorders and strategies for treatment.
- Knowledge of Dialectical Behavioral Therapy or ability to be trained.
- Ability to embrace and nurture a person centered, trauma informed, recovery oriented framework and culture for service delivery.
- Extensive knowledge of therapeutic and psychosocial interventions for persons with complex needs.
- Knowledge of the laws, regulations and practices pertaining to DHS 63.
- Knowledge of psychotropic medications, their effect, side effects and abuse potential.
- Knowledge of accurate record-keeping and accounting and bookkeeping processes in accordance with regulatory mandates and economic practicality.
- Skill using Cognitive Behavioral Therapy with clients individually or in a group setting.
- Skill in operating a personal computer, laptop, and other department office equipment using applicable department software, Microsoft products, web-based systems, and performing data entry.

Supervision

None.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties and responsibilities of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties and responsibilities.

While performing the duties of this position, the employee is regularly required to sit; use hands to finger, grasp, handle, or feel; reach with hands and arms and talk or hear. The employee is occasionally required to stand; walk; climb or balance and stoop, kneel, crouch, or crawl. Lifting, moving, pushing or pulling up to 10 pounds does not generally occur, but may occur when lifting boxes, books or paper. Specific vision abilities required by this job include close vision, color vision, depth perception and ability to adjust focus, distance vision.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential duties and responsibilities of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties and responsibilities.

While performing the duties of this position, the employee is not regularly exposed to adverse conditions. The noise level in the work environment is usually moderate. The person may be exposed to physically or verbally abusive persons, high stress environments and if doing home visits unsanitary conditions.

Jefferson County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act as Amended, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

I have read and understand the duties of this job description and, by signing below; I agree that I can perform the duties of this position with or without reasonable accommodation.

Employee

Date

Supervisor_____
Date_____
Human Resources_____
Date