

Senior Youth Services Officer

Definition:

Under direction, to be the supervisor in charge of an assigned facility unit or program function operated by the Kern County Probation Department; to be responsible for the supervision, care, and custody of youth under the jurisdiction of the Probation Department in a controlled group setting; and to do related work as required.

The Senior Youth Services Officer is the first level supervisory classification in the Youth Services Officer series, with the responsibilities for planning and directing the work of assigned subordinate staff engaged in supervising the activities of youth. Appointees at this level serve as unit or program supervisors as assigned. Incumbents are expected to implement and monitor and supervise subordinates implementing the department's youth facility treatment model including trauma informed care, crisis intervention, evidence-based and best practice models, and the recognition of youth disabilities and mental health issues. This job classification requires the applicant to be willing to work any shift of a 24-hour period, 80 hours in a two-week pay period, and work in outlying County areas.

Essential Functions

- Plans, assigns, instructs, supervises and evaluates the work of subordinate staff.
- Provides facility and program orientation for new staff and youth.
- Counsels youth regarding individual and family, personal, social or other behavioral issues or concerns.
- Recognizes youth disabilities, reports observations, and seeks and implements appropriate services and provides feedback.
- Interviews youth in order to obtain information.
- Coordinates and supervises the work activities, recreation, personal hygiene needs of youth and their conduct in a group living situation.
- Plans, organizes and oversees group activities and work assignments in custodial and noncustodial settings.
- Promotes, models, and oversees pro-social behaviors and programs.
- Facilitates and oversees evidence-based and best practice programs, assessments and interventions.
- Maintains a trauma informed approach to youth interactions.
- Transports youth to various facilities, to and from court and other locations outside the facilities as instructed.
- Restrains individuals for the purpose of arrest and/or detention.

- May physically intervene in altercations among youth when reasonable and necessary

and responds to other situations within the facilities.

- Maintains security of assigned areas.
- Observes and prepares complex, clear and concise written reports concerning the youths' attitudes, behaviors, adjustments or to memorialize other important situations.
- Interacts with parents of youth and the public.
- Attends conferences and training sessions.
- Serves as Lead Security Officer for the Juvenile Court.
- Performs and supervises youth in the maintenance of institution and facility grounds and gardens.
- May provide oversight and support for subordinate staff who maintain caseloads and maintain a caseload of facility youth including assessing their individual needs and providing appropriate evidence based or best practice services.

In addition to the above, dependent upon job location assignment, incumbents perform the following essential functions:

- Operates tractors, backhoes, and dump trucks.
- Works in a collaborative school setting with youth not in custody.
- Performs and supervises youth in the performance of livestock operations including the medication, feeding, slaughter and butchering of farm animals.
- Performs other job-related duties as assigned.

Employment Standards:

- Completion of 60 semester units or 90 quarter units from an accredited college or university
- Two (2) years of experience in a California Probation Department operated youth facility in a position comparable to the Youth Services Officer II classification, or any equivalent combination of training and experience. One additional year of college may be substituted for one year of required experience
- A valid California Class C Driver's License is required at time of appointment. Specialized licenses may be required depending upon assignment. For those positions requiring the use of a firearm while on duty, successful completion of firearms qualification exams are required.

Knowledge of: the development, behavior, physical and psychological needs of youth; techniques of counseling and de-escalation; treatment modalities; evidence based practices and programs including best practice program models; youth disabilities; trauma informed approaches; Probation Department programs, policies and procedures.

Ability to: plan, assign, instruct, evaluate and supervise the work of subordinate staff; monitor and supervise subordinates implementation of the department's youth facility treatment models; to appropriately de-escalate volatile situations; implement the facilities behavior management plan; prepare complex, concise and clear reports.

Applicants must meet the minimum Peace Officer Standards as defined in the California Penal Code, Section 830.5 and the California Government Code, Sections 1029 and 1031. Applicants must have a reputation of honesty and trustworthiness. A felony conviction will be disqualifying and convictions for misdemeanors and traffic offenses will be assessed on a case-by-case basis. Appointees will be fingerprinted and will be required to pass an extensive background investigation.

Physical Requirements

Applicants must have the ability to run a distance of 200 yards within 50 seconds, drag a weight of 100 pounds 22 yards within 20 seconds and push a 75 pound sled continuously for 30 seconds.

Medical Examination

A thorough physical and psychological evaluation is required, and by assignment, may require an additional psychological assessment to carry a firearm while on duty. Applicants state of health must be consistent with the ability to perform the duties of the position as demonstrated by meeting the Board of State and Community Corrections guidelines for vision, hearing and medical screening. Applicants must be free from any condition which would prevent them from performing work required of a Youth Services Officer.

All Kern County employees are designated "Disaster Service Workers" through state and local laws (CA Government Code Sec.3100-3109 and Ordinance Code Title 2-Administration, Ch. 2.66 Emergency Services). As Disaster Service Workers, all County employees are expected to remain at work, or to report for work as soon as practicable, following a significant emergency or disaster.