

STATE OF NEBRASKA CLASS SPECIFICATION
YOUTH COUNSELOR II

EST: 11/85 – REV: 05/09
CLASS CODE: C72482

DESCRIPTION: Under general supervision of the Youth Counselor Supervisor, manages group and individual case programming for youth housed in a Youth Rehabilitation Treatment Center. Participates in the development of planning for the youth's overall programming during placement. Depending on treatment modality used, may serve as a youth treatment group leader for a given number of youth groups. May serve as a team leader for a small group of Youth Counselor I's in the facility to facilitate good youth programming; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: This is the second classification level of the Youth Counselor class series. Positions in this class independently perform the duties of the Youth Counselor I class at an expert level. Positions in this class may serve as a lead worker to Youth Counselor I's.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do these examples include all the duties that may be assigned.)

Serves as a team lead over Youth Counselor I's through coaching, mentoring, instructing, advising and providing consultation in the treatment process and monitoring and reporting on Youth Counselor I work performance to determine overall compliance with program standards.

Conducts interviews with the youth to collect data for classification studies. Maintains all progress reports and classification information on assigned youth caseload. May coordinate orientation of new youth.

Counsels with an assigned caseload, both in a group setting or on an individual basis within the treatment modality.

Serves as the key facilitator of youth group meetings held with the youth groups. Coordinates and monitors the conduct of those meetings.

Attends and participates in support team meetings and other staff and committee meetings to review progress in the development of treatment planning.

May serve as liaison between school staff and Unit staff to further promote continuity in handling the programming of youth and youth groups.

Participates in the basic and vocational education programs including visits to the various classrooms, monitoring of classroom assignments and in the motivation of youth.

Communicates with parents, legal professionals, Juvenile Service Officers and other social and state agencies. Arrange for tours and visits of parents, families and others when required.

Maintains security and control within the facility as required.

Participates in parole discharge planning. Makes recommendations regarding furloughs and special privileges. Supervises group outings and recreational activities as required.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES REQUIRED: (These may be acquired on the job and are needed to perform the work assigned.)

Knowledge of: the principles and practices of treatment and guidance of rehabilitating delinquent youth; the principles of individual and group interaction techniques; crisis intervention techniques and procedures; good counseling techniques as they relate to facility treatment modality; agency and facility policies, procedures, rules and regulations; agency forms and communication practices; current practices in working with youth assigned to a Youth Rehabilitation Treatment Center; sound leadership techniques.

Ability to: communicate effectively both in writing and orally with a wide range of persons, including youth, staff, peers, administrators, parents and other professionals; exercise maturity, objectivity and sound judgment; observe and understand human behavior; operate within established policies and procedures; coach, mentor and lead a group of Youth Counselor I's in the treatment area; assign and oversee work assignments; provide direction and feedback to staff.

ENTRY KNOWLEDGE, SKILLS AND ABILITIES REQUIRED: (Applicants will be screened for possession of these through written, oral and/or performance examinations or other means of evaluations.)

Knowledge of: basic counseling techniques and procedures; programs and opportunities open to youth who have been assigned to a Youth Rehabilitation Treatment Center; basic crisis intervention techniques; the principles of individual and group interaction.

Ability to: organize and manage own work flow; interact with youth from a variety of socio/economic cultural and educational backgrounds; communicate effectively both orally and in writing with a wide range of people in varying situations; observe and understand human behavior; apply problem solving techniques to a variety of different circumstances; lead, mentor, assign, organize and oversee work assignments; organize and manage work flow.

JOB PREPARATION GUIDELINES: (Entry knowledge, skills and/or abilities may be acquired through, BUT ARE NOT LIMITED TO, the following coursework/training and/or experience.)

Any combination of training and/or experience that will enable the incumbent to possess the required knowledge, skills and abilities. A general qualification guideline is a Bachelor's degree in the areas of criminal justice, behavioral sciences, human services or a closely related field AND three years of professional experience working with youth committed to a Youth Rehabilitation Treatment Center.