

Click one of these links to see the Job Description for that class:

Job Code	Title
C72481	Youth Counselor
V72483	Youth Counselor Supervisor

YOUTH COUNSELOR SERIES

Job Family

DESCRIPTION OF OCCUPATIONAL WORK

The Youth Counselor Series supports and guides youth through various challenges, helping them to develop the skills and resilience needed for personal growth and life choices. The work involves facilitating activities that promote their social, emotional, and educational development.

Youth Counselor

C72481

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

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; performs related work as assigned.

This is the first classification level of the Youth Counselor class series. Positions in this class perform treatment planning, treatment coordination and counseling for youth in a Youth Rehabilitation Treatment Center at the full-performance level. Positions are not assigned lead worker or supervisory duties.

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

Conducts interviews with the youth to collect data for classification studies. Maintains all progress reports and classification information on assigned youth caseloads. 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 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 plans.

May serve as liaison between school staff and Unit staff to further promote continuity of 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 institution as required.

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

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED: (These 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; 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: 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; 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.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Bachelor's degree in criminal justice, behavioral sciences, human services, or related field and experience in child or youth care, teaching, foster care, delinquency prevention, juvenile court systems, community work related to children and youth, behavioral health systems, patient care, nursing, or other areas involving contact or interaction with youth or families. **OR** four years of relevant experience. Any equivalent combination of education and experience will be considered.

[Return to Specification List](#)

Youth Counselor Supervisor

V72483

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

Supervises subordinate Youth Counselors and performs advanced professional counseling. Assists in coordinating continuing programs for youth housed in a Youth Rehabilitation Treatment Center. Receives minimal supervision through meetings and reports with the immediate supervisor; performs related work as assigned.

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

Plans, assigns, directs, and evaluates the work of Youth Counselors including recommending personnel actions related to selection, promotions, disciplinary procedures, performance, grievance dispositions and work assignments to ensure efficient and effective accomplishment of the work.

Trains staff in agency and facility policies, processes, rules, and regulations to improve and maintain job performance levels of employees. Ensures all required staff training is complete.

Reviews assessments and treatment plans prepared by Youth Counselors to ensure appropriate services are identified for utilization.

Oversees youth assigned to a Youth Rehabilitation Treatment Center to ensure security, health and safety needs have been met.

Oversees youth treatment services including assessment, classification, coordination, and evaluation of available resources.

Resolves problems relating to the implementation of individualized treatment plans, coordinates treatment objectives with other activities.

Conducts individual/group therapy sessions with youth as necessary.

Conducts interviews with youth and performs research on youth history and background to collect data for classification studies.

Communicates with parents, legal professionals, Juvenile Service Officers, and other social and state agencies.

Promotes community understanding and acceptance of community-based programs through personal contact with business and community.

Assures thoroughness and accuracy of counseling services provided to youth.

Reviews organization functions and recommends to the immediate supervisor more effective methods and programs.

Participates in parole discharge planning.

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: the principles and techniques of supervision; the principles and practices of treatment and guidance of rehabilitating delinquent youth; crisis intervention techniques and procedures; good counseling techniques as they relate to facility treatment modality; human behavior, attitudes and motivation; agency and facility policies, procedures, rules and regulations; the principles and techniques of supervision; basic counseling techniques and procedures; programs and opportunities open to youth who have been assigned to a Youth Rehabilitation Treatment Center; agency and facility policies, procedures, rules and regulations; counseling methods and techniques; the principles of individual and group interaction; crisis intervention techniques.

Ability to: manage human resources; coordinate assignments and workloads; plan, assign, direct and evaluate the work of subordinate staff; 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; operate within established policies and procedures; observe and understand human behavior; instruct, supervise and direct staff; communicate effectively both orally and in writing with a wide range of people in varying situations; interact with youth from a variety of socio/economic cultural and educational backgrounds; observe and understand human behavior; apply problem solving techniques to a variety of different circumstances.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Bachelor's degree criminal justice, behavioral sciences, human services or a related field AND two years of related experience, such as providing patient or youth care, or rehabilitation/treatment services in a residential setting, treatment, or correctional program. **OR** six years of experience. Any equivalent combination of education and experience will be considered.

[Return to Specification List](#)

SPECIAL NOTES APPLICABLE TO ALL LEVELS:

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).

Established: 12/77

Note: Classification-specification is subject to change. Please refer to the Nebraska State Personnel Job Specification website at <https://das.nebraska.gov/personnel/classcomp/jobspecs/jobspecs.html> to ensure this represents the most current copy of the description.

The following is a summary of changes made to this class specification.

Section	Change Description	Effective Date
Last revised 04/2013	Moved to new format	10/2024
Description of Occupational Work	Added Series Description of Occupational Work	10/2024
Youth Counselor II	Removed Youth Counselor II from series and deactivated it	6/2025
Youth Counselor	Renamed from Youth Counselor I	7/2025
Updated MQ's	Revised verbiage in MQ's for both levels	7/2025