

## **Direct Care/Support Professionals**

We are seeking full-time **Direct Support Professionals** for our **Mountain Home, Texas** location. Mountain Home is right outside of Kerrville. This position works 16-hour shifts, three times per week, 6:30 am – 10:30 pm.

The 3H Youth Ranch uses the power of nature as a tool to build new purpose, strengthen character, and personal integrity in young men ages 11 – 17 years. The balance of wilderness living and activities, coupled with classroom and vocational education, creates a positive environment for boys to grow emotionally, intellectually and physically. The philosophy of the treatment program is based on teaching basic living and socialization skills, building self-esteem and encouraging behaviors patterned after the aims and ideals of Scouting.

**Are you ready to join a team that's on a mission to change the lives of children and families?  
Want to be part of a movement that values compassion and empowerment?**

3H Youth Ranch operates under Pathways Youth & Family Services, which is headquartered in Kerrville, TX with locations in Abilene, Dallas, Austin, San Antonio and Houston. Providing foster care and adoption services to over 10,000 children since 1992, Pathways' mission has become a reality. The organization has fulfilled its vision of thriving children, resilient families, and strong communities enduring for generations. True to its name, Pathways provides a path for youth and families to receive a comprehensive network of services through the following 4 vital programs: Foster Family Care, Adoption Services, Mosaic Behavioral Health and Residential Care.

### **What you will be working on (essential duties not limited to the following):**

- Supervising teenagers to ensure their safety and well-being and adjust the level of supervision according to the circumstances and their needs.
- All shifts, including overnight shifts, must stay awake throughout shift and document headcounts per program requirement, use of bathroom and any unusual sleep patterns or behaviors.
- Making sure teenagers have the appropriate clothing, shoes, personal care supplies, and hygiene items needed for grooming, including encouragement and coaching on maintaining good hygiene and proper attire, as required by the program.
- Supporting their education, ensuring they are on time, participating in teacher conferences and providing assistance with homework as needed.
- Implementing daily activity schedules including, but not limited to, hygiene, mealtime, chores, schoolwork and recreation. Assisting in the planning, ordering, and preparing of healthy meals and snacks in the home.
- Supervising and facilitating all recreational and leisure time.
- Working in cooperation with other child-care staff to provide a safe, clean, orderly home for the teens in compliance with applicable licensing and accreditation standards.
- Providing input in staff meetings to develop individual habilitation plans as necessary.
- Following individual service plans.
- Observing and documenting changes in behavior or symptoms of illness.
- Transporting teenagers in facility vehicles, as needed, to required appointments or off-site activities. Ensuring supervision requirements are met and followed while off-site.

- Administering all prescribed medications and properly records medications given and observing for side effects.
- Implementing emergency procedures when necessary and appropriately implementing therapeutic interventions with teenagers when necessary.
- Assessing and correcting any problems within skill level or social appropriateness.

**What you will bring along:**

- Your love for the outdoors
- Your age of 21 years or older
- High School Diploma or equivalent
- 1 year of prior experience as direct care staff in a residential treatment center serving children in the child welfare system is preferred
- Your experience working with children diagnosed with intellectual and developmental disabilities, and behavioral and emotional disorders is preferred

**Due to the nature of our work, additional requirements include:**

- Proof of valid Texas Driver's License (Type C), current auto insurance, access to reliable transportation, and good driving record
- Two (2) employment references
- Cleared criminal background check
- Cleared TB test results
- Cleared pre-employment drug test
- Working cellular telephone

**What to expect:**

- We focus on career development and promotion – people are at the core of everything we do. If you are looking for a career and not just a job, you're in the right place.
- Pathways is the type of company where you can balance great work with great life. It doesn't matter if you're just out of college or your children are; we need you for what you can do.
- Staff housing offered to staff during shift work.

**What's in it for you? We take care of our people.**

- Rate starts at \$14.00 and up based on your experience
- Health coverage for you and your family
- Generous paid time off, flex days, and holidays
- Employer matching retirement plan
- Work side-by-side with other knowledgeable, dedicated, and diverse teams
- Casual work environment and work outdoors
- Amazing opportunities for career progression
- A service you can be genuinely proud of

**We would love to hear from you. Submit your resume to be considered for this extraordinary opportunity to positively impact a teen's life. Pathways is an equal opportunity employer.**