



Direct Care Staff

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):

- Supervise teenagers to ensure their safety and well-being, and adjust the level of supervision according to the circumstances and their needs.
- Stay awake on all shifts, including overnight shifts, and document headcounts per program requirement, use of bathroom and any unusual sleep patterns or behaviors.
- Make sure teenagers have the appropriate clothing, shoes, personal care supplies, and hygiene items needed for grooming. Include encouragement and coaching on maintaining good hygiene and proper attire as required by the program.
- Support their education, ensuring they are on time, and participate in teacher conferences and provide assistance with homework as needed.
- Implement daily activity schedules including, but not limited to, hygiene, mealtime, chores, schoolwork and recreation. Assist in the planning, ordering, and preparing of healthy meals and snacks in the home.
- Supervise and facilitate all recreational and leisure time.

- Work 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.
- Provide input in staff meetings to develop individual habilitation plans as necessary.
- Follow individual service plans.
- Observe and document changes in behavior or symptoms of illness.
- Transport teenagers in facility vehicles, as needed, to required appointments or off-site activities. Ensure supervision requirements are met and followed while off-site.
- Administer all prescribed medications and properly record medications given and observe for side effects.
- Implement emergency procedures when necessary and appropriately implement therapeutic interventions with teenagers when necessary.
- Assess and correct any problems within skill level or social appropriateness.

What you will bring along:

- Your love for the outdoors.
- Minimum age of 21 years or older.
- High School Diploma or equivalent required.
- One year of prior experience as a direct care staff in a residential treatment center serving children in the child welfare system is preferred.
- Experience working with children diagnosed with 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.
- Three 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.

- Pay range is \$15.00 - \$18.00 and based on your experience.
- Affordable 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.