



Per Diem Residential Youth Care Specialist Esther's Home

Location: Mirror Ministries – Esther's Home, rural Franklin County, WA

Compensation: \$20.00–\$22.50 per hour

Schedule: On-call / As-needed basis (must work at least one shift per month to remain on staff)

Reports To: House Program Manager

Status: Per Diem, Nonexempt, Hourly

About Mirror Ministries

Mirror Ministries is a Christian nonprofit organization responding to domestic minor sex trafficking with the love of Christ through education, intervention, restoration, and aftercare. Esther's Home offers a long-term residential program for girls ages 11–17 who are survivors of sex trafficking, focusing on trauma-informed care and holistic healing.

Position Summary

Per Diem Residential Youth Care Specialists are vital members of our team, supporting the daily operations and therapeutic environment at Esther's Home. They work with residents to meet basic needs, foster safety and stability, and model positive, trauma-informed behavior. Per diem staff serve on an as-needed basis to fill in gaps and ensure continuity of care.

Responsibilities

- Provide trauma-informed, strength-based supervision and care to residents.
- Build trusting relationships with residents using compassionate engagement techniques.
- Monitor resident whereabouts and maintain line-of-sight supervision when necessary.
- Support residents with personal care, food preparation, chores, and independent living skills.
- Engage in de-escalation and redirection during crises or behavioral challenges.
- Participate in home activities, team meetings, and spiritual encouragement as appropriate.
- Accurately document progress notes, incident reports, and case-related information.
- Prepare meals, assist with household tasks, and maintain a clean, safe environment.
- Dispense medication according to policy and document accordingly.



- Provide transportation as needed for appointments or outings.

Minimum Qualifications

- High School Diploma or equivalent
- At least 21 years old
- Minimum 6 months of experience working with vulnerable populations or enrolled in a related degree program
- Active Christian faith and agreement with Mirror Ministries' Statement of Faith
- Valid driver's license, reliable transportation, and clean driving record
- Able to remain calm in crisis situations and respond with empathy
- Basic computer literacy (Microsoft Office, Google Suite)

Preferred Qualifications

- Associate's degree or higher in human services, social work, or related field
- Experience with Commercial Sexual Exploitation of Children (CSEC) or trauma-informed care
- Familiarity with local service providers and law enforcement
- Bilingual abilities a plus

Per Diem Employment Terms

- No benefits are provided for per diem staff except:
- Holiday pay is provided only when a per diem employee works on an observed organizational holiday.
- Work assignments are not guaranteed and are based on organizational needs.
- When shifts are available, the employee is not mandated to accept them. It is at their discretion; however, to remain on staff, at least one shift per month must be accepted.

Faith & Mission Commitment

All staff must affirm and uphold Mirror Ministries' Statement of Faith, Mission, and Vision, and live out their faith in a manner consistent with our values and Code of Christian Conduct.