

Residential Youth Care Specialist - Esther's Home

About Mirror Ministries

Mirror Ministries' mission is to respond to domestic minor sex trafficking with the love of Christ through local education, intervention, restoration, and aftercare. This mission has led us to establish Esther's Home, a place where up to five girls aged 11-17 can live for 12-24 months to achieve restoration from being trafficked. Esther's Home provides comprehensive residential and therapeutic services through fostering and maintaining a trauma-informed, safe, clean, abuse-free home. Mirror Ministries is a Christian organization dedicated to serving people of all faiths and backgrounds.

Residential Youth Care Specialist - Job Summary

Esther's Home Residential Youth Care Specialists provide comprehensive residential services through meeting the residents' basic needs, working with a team to build opportunities for their development, and fostering and maintaining a trauma-informed, strengths-based, stable, safe, clean home.

Responsibilities

- Build trust and rapport using a strengths-based approach and trauma-informed engagement practices with residents who have experienced sexual exploitation
- Work cooperatively and collaboratively with all site staff, partners, and volunteers to create a nurturing, dynamic, and constructive environment for residents; take ownership for fostering a trauma-informed, home-like atmosphere where residents can feel safe and stable
- Provide on-site resident supervision; support residents with crisis intervention and behavioral redirection
- Maintain awareness of resident whereabouts (and line-of-sight supervision as necessary); complete related documentation as required
- Engage, support, and coach residents on healthy participation in the life of the home; educate residents on independent living skills, including but not limited to personal care and food preparation
- Model positive behavior, communication, and coping skills using de-escalation, mediation, and problem-solving skills
- Work closely with the Case Manager and other professionals to keep track of individualized goals for each resident and observe and communicate progress toward those goals; attend resident meetings and provide advocacy when beneficial or assigned
- Facilitate or participate in Home meetings; encourage resident participation
- Maintain accurate and timely case records, progress notes, logbooks, and other required documentation with data entry in our client management system
- Dispense medication (as needed) and complete related documentation; perform medication reconciliation and update medical binder forms according to policies and procedures
- Maintain the safety and cleanliness of the home and facilities, including disinfecting surfaces and following cleaning protocols. Perform light janitorial work as needed, including vacuuming/sweeping/mopping, taking out trash, and similar tasks as identified by the On-Site

Program Manager and/or site/agency protocols. Support residents in learning and performing house chores

- Support the coordination of on-site basic needs ensuring residents have everything they need for each day; regularly take supply inventory
- Assist in packing resident belongings as necessary and cleaning and sanitizing bedrooms upon exit; prepare bedrooms for incoming residents
- Regularly prepare meals for up to 10 clients and staff depending on the shift
- Provide transportation for outings and client appointments; safely operate the agency vehicle in accordance with state law and agency policy
- Faithfully adhere to organizational policies and procedures around client confidentiality in any kind of communication
- Maintain healthy boundaries with all residents and colleagues
- Embrace and promote Mirror Ministries' vision and mission in the community
- Participate in employee and client activities that require travel, or that occur locally or on Zoom
- Participate in regular supervision, required trainings, resident consultations, and agency meetings

Required Qualifications:

- High School Diploma or equivalent
- Must be 21 years of age or older
- Must have the skills and the ability to assist the needs of the clients
- Must have at least 6 months of similar work experience related to caring for vulnerable populations **OR** be attending classes at an accredited college related to caring for vulnerable populations.
- Must have an active and vital relationship with Jesus and be a part of a supportive faith community outside of Mirror Ministries
- Must agree with our Statement of Faith (see below)
- Must have reliable transportation, current auto insurance, and a clean driving record
- Must be comfortable with a wide range of responsibilities
- Must be professional, teachable, and a humble servant leader
- Possess excellent interpersonal and supervisory skills as well as professional verbal and written communication skills
- Willingness and ability to learn about the Commercial Sexual Exploitation of Children (CSEC)
- Willingness and ability to learn about complex trauma and its impacts on the brain and behavior; ability to learn and implement knowledge of trauma-informed and trauma-sensitive care in resident services
- Ability to respond to crisis and/or escalated behavior calmly with confidence and understanding
- Ability to organize, discern, and problem-solve creatively as well as while under pressure
- Must possess working knowledge of Microsoft Office Suite and Google Suite
- Must be flexible and able to respond to leadership directives promptly
- Must be faithful and committed to the role in a consistent manner

Preferred Qualifications:

- Associates degree in Health and Human/Social Services or related field
- Minimum of one year of experience in Social Services in the role of Advocate, Youth Counselor, or Case Manager with at-risk or vulnerable populations, particularly those who have been victims of crime
- Knowledgeable about CSEC
- Knowledgeable about complex trauma and its impacts on the brain and behavior
- Familiarity with Tri-Cities agencies, law enforcement, and service providers
- Bilingual

Reports to: House Program Manager

Schedule: Varying Shifts (Day, Evening, Night)

Location: Based out of Mirror Ministries Esther's Home, rural Franklin County, Washington

Positions: Full-time, Nonexempt, Hourly

Part-time, Nonexempt, Hourly

Compensation: \$19.00- \$21.00 per hour

Additional Benefits:

- **Full-time:** 9 paid holidays, 80 hours of paid time off per year, \$3600 annual medical stipend, local health club membership
- **Part-time:** 9 paid holidays, local health club membership

An Equal Opportunity Employer

In accordance with Washington state laws, Mirror Ministries does not discriminate because of race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal in serving victims and survivors of human trafficking. *As a Christian ministry, we do uphold and require a signed Belief Statement for all our Board, Staff, and Volunteers.* Because of the grace we have been given, we extend that grace to any and all victims/survivors of human trafficking, regardless of their life circumstances and/or beliefs.

Statement of Faith

1. We believe the Bible to be the inspired, only infallible, authoritative Word of God. II Timothy 3:15-17
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. Matthew 28:19; Ephesians 4:4-6
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. John 1:1-4; Matthew 1:23; Philippians 2:5-11; Hebrews 1:1-4 and 4:15; Acts 1:11 & 2:22-24; I Corinthians 15:3-4
4. We believe that all have sinned and fall short of the glory of God, that for lost and sinful man, the repentance of sin and faith in Jesus Christ results in Salvation, and that Jesus Christ is the only way of salvation. Romans 3:23; Titus 3:4-7; Luke 24:46-47; Ephesians 2:8-9; John 14:6; Acts 4:12
5. We believe in the present ministry of the Holy Spirit, whose regeneration and indwelling enable the Christian to live a godly life and to perform good works. Titus 3:3-5; Galatians 5:16-18; Romans 8:9
6. We believe in the resurrection of both the saved and the lost; the saved unto the resurrection of eternal life and the lost unto the resurrection of damnation and eternal punishment. Revelation 20:11-15; I Corinthians 15:51-57
7. We believe in the spiritual unity of believers in our Lord Jesus Christ and that all true believers are members of His body, the Church. Ephesians 4:4; I Corinthians 12:12, 27

Mission and Vision Statements

Mission Statement: *To respond to domestic minor sex trafficking with the love of Christ through local education, intervention, restoration, and aftercare.*

Vision Statement: *Our vision is to see local victims of sex trafficking become survivors who have hope, healing, and restoration.*

I, _____, agree with and uphold the above beliefs in the Statement of Faith, Mission, and Vision, as a representative of Mirror Ministries.

(Signed)

(date)