

# TURNAROUND, INC.

## Job Description

**Job Title:** Behavioral Health Technician (BHT)

**Department:** Residential

**Report To:** Residential Shift Supervisor

**Classification:** Hourly

**Starting Salary:** \$20.00 - \$23.00 per hour (based on education and experience)

**Location:** *Arnold, MD*

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### Summary

TurnAround is seeking both full time and part time Behavioral Health Technicians (BHTs) to join our residential services team where we provide state-of-the-art trauma-focused treatment (evaluation, therapy, case management services) to children ages 13-17 and their families in the aftermath of exposure to human trafficking and complex trauma. The BHT is responsible for implementing and following each resident's treatment plan to ensure that the therapeutic needs of all residents are met, and for following procedures for residential daily living, educational programs, and ensuring the safety and health of all residents. The BHT facilitates individualized and group activities and programs to ensure that each resident receives therapeutic, educational, and personal care. BHTs report to the Residential Shift Supervisor and/or the Residential Manager. ***This is an essential position, which may require work during holidays, inclement weather, or emergencies to ensure continuity of care.*** Due to the nature of the residential facility serving female clients and the need to provide trauma-informed, privacy-sensitive care, this position is limited to female applicants in accordance with federal, state, and local regulations governing Bona Fide Occupational Qualifications (BFOQ).

### Essential Duties and Responsibilities

- Provide therapeutic and/or behavioral support to children and youth participating in the residential program.
- Implement daily activities, individual plan treatment goals, and monitor resident behavior.
- Assist in monitoring residents' daily living skills, including personal hygiene, dressing, and care of possessions.
- Assist in supporting healthy eating behaviors by preparing meals and snacks.
- Assist in monitoring and increasing resident life skills development.
- Develop, implement, and participate in all resident activities and outings, including recreational activities, education and vocational training.
- Transport residents using TurnAround vehicles.

- Provide assistance to volunteers and interns.
- Actively participate in residential meetings and multidisciplinary team meetings.
- Participate in training programs pertinent to the program's mission.
- Maintain order, cleanliness, and maintenance of the residence.
- Administer and monitor resident's medications and ensure medical attention for routine and emergency issues.
- Communicate and document appropriate information to treatment team members.
- Assist in providing crisis prevention/intervention support.
- Implement safety and security protocols and respond to emergencies.
- Document notes regarding client participation, emergency situations, and shift summaries.
- Be available to work non-traditional work hours, weekends/overnights.
- Receive all required and ongoing training and follow all procedures for safety and health of residents.

### **Minimum Qualifications**

- High School Diploma or equivalent required.
- 2+ years of experience in a residential setting serving children and youth preferred.
- Pass criminal background check, provide driving history record, and medical clearance.
- Must be age 21 or over.
- Certification in CPR and First Aid; CMT certified.
- Become a certified Residential Child and Youth Care Practitioner within 6 months of hire.
- Experience implementing positive behavioral intervention and support to children and youth.
- Knowledge of database management systems.
- Good communication and interpersonal skills.
- Ability to handle confidential information with discretion.
- **Must be willing and able to work evenings/overnight/weekend shifts (at least one weekend per month).**
- Bi-lingual highly encouraged to apply.

### **Work Environment**

This position performs its duties routinely onsite in a residential setting for children. Staff working in a residential setting are exposed to the possibility of vicarious trauma and victim trauma response by working with residents impacted by trauma and sexual violence. Other possible exposure risks include narcotics, alcohol, pests, and Bloodborne Pathogens. *As an essential employee, you may be required to work during agency closures, emergencies, or inclement weather events. Due to the nature of the residential facility serving female clients and the need to provide trauma-informed, privacy-sensitive regulations.*

**Hours:** Position is hourly, shifts consist of daytime, midday to evening, overnight, and weekend shifts.

## **Reasoning Ability**

- Ability to demonstrate passion, empathy, positive attitude, mission-drive, flexibility, and self-direction.
- Ability to effectively work as a team based on TurnAround's culture of teamwork, inclusivity, professionalism, and efficiency.
- Ability to provide trauma-informed, client-centered, and empower-based intervention and support.
- Ability to problem solve, remain calm, and demonstrate patience and resilience.

## **Technical Skills**

- Sufficient computer skills to operate email, Internet, Microsoft Office, virtual learning platforms, SMS Text, Adobe, and database management system.
- Ability to operate phone systems, virtual, and security systems and monitors.
- Ability to operate appliances in a residential setting.

## **Physical Demands**

- Residential setting mobility, including climbing stairs.
- Occasional lifting of boxes.
- Sustained posture in a seated position for prolonged periods of time.
- Must have a valid driver's license and a personal vehicle.
- Ability to drive a 7-passenger van is necessary.

## **Benefits**

- Holiday Pay: Enjoy paid holidays as part of our comprehensive benefits package.
- Vacation Time: Generous vacation time to support work-life balance.
- Paid Sick Leave: Sick leave for personal illness or to care for an immediate family member.
- Paid Time Off (PTO): Additional PTO to ensure you have the flexibility you need.
- Medical, Dental, and Vision Insurance: Company-paid plans to ensure your health and well-being.
- Retirement Plan: Company matches retirement plans to help you save for the future.
- Long-Term and Short-Term Disability: Coverage to support you in case of extended illness or injury.
- Employee Assistance Program (EAP): Access to confidential counseling and support services.
- Note: Benefits for part-time employees may differ from those offered to full-time employees.

## **Affirmative Action/ Equal Employment**

TurnAround, Inc. provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation care, this position is limited to female applicants in accordance with applicable BFOQ, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

## **Acknowledgment and Agreement**

I have read and understand the duties, responsibilities, and expectations outlined in this job description. By signing below, I acknowledge that I can perform these duties and agree to carry them out to the best of my ability. I understand that this job description may be amended from time to time as the needs of the organization evolve.

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_