STATE OF NORTH CAROLINA
invites applications for the position of:

Youth Services Behavioral Specialist

JOB CLASS TITLE: Youth Services Behavioral Specialist

POSITION NUMBER: 32001278

DEPARTMENT: Dept of Public Safety

SALARY RANGE: $30,280.00 - $45,420.00 Annually

SALARY GRADE / SALARY GRADE EQUIVALENT: GN06

COMPETENCY LEVEL: Not Applicable

APPOINTMENT TYPE: Permanent Full-Time

WORK LOCATION: Statewide

OPENING DATE: 05/14/18

CLOSING DATE: Continuous

DESCRIPTION OF WORK:
Recruitment Range: $31,000.00 to $45,420.00

The Juvenile Justice Section is committed to the reduction and prevention of juvenile delinquency by effectively intervening, educating and treating youth in order to strengthen families and increase public safety. If you have a passion for making a difference in the lives of North Carolina's youth, we would welcome you to be a part of the team.

Candidates for this position are eligible to receive a shift premium (10%) when assigned to either 2nd or 3rd shift.

For current State employees, please note that as of June 1, 2018, promotional priority and salary administration will be based on the new Statewide NC Classification System.

This is a continuous posting and may or may not reflect a current vacancy.

Shift work is required for this position. Weekend and holiday shifts required. Position is located at a Juvenile Justice Youth Development Center, which is a secure facility with an overall mission to provide committed juveniles with a safe, secure environment that fosters healthy decision-making and personal responsibility.

Daily responsibilities to include but not limited to duties such as: housekeeping, physical and
mechanical restraint of juveniles, medication administration and recreational activities.

This position provides supervision, care, counseling, safety and support to youth who are in the physical custody of the Division. Implements individual and group treatment plans to effect behavioral changes required for youthful offender rehabilitation while providing security, controlling and maintaining custody and safeguarding juveniles from each other. Documents all events that occur on the shift. Documentation includes, but is not limited to, shift logs, reports, incident reports, inspections and progress notes which are entered into a web based application. Documentation must be completed prior to the end of shift. The juveniles that the position works with present complex, co-occurring disorders requiring high levels of clinical skills and cognitive and behavioral interventions. Work is subject to close personal and physical contact with multiple juveniles and decisions made impact the protection of state property, the physical safety of the juveniles, staff and the employee.

**KNOWLEDGE, SKILLS AND ABILITIES / COMPETENCIES:**

Listed below are the knowledge, skills and abilities (KSAs) associated with this position. These KSAs, along with the minimum education and experience listed are required in order to be deemed eligible for the position. You must demonstrate through documented experience or provide supporting information within the body of your application to demonstrate your possession of ALL KSAs listed.

- Ability to establish and maintain effective working relationships with all levels of staff.

- Ability to organize and prepare accurate records, charts, and reports and to analyze such information.

- Ability to communicate effectively in oral and written form.

- Ability to apply the proper methods and procedures to physically restrain juveniles and defend self.

**Management Preferences:**

- General knowledge of learning theory and behavior modification and their application to child development.

- General knowledge of principles and techniques of working with children who exhibit emotional handicaps, retardation, learning disabilities, developmental disabilities and assaultive and aggressive patterns of behavior.

- Skill in observing, recording, and evaluating adaptive, social and problematic behavior among children.

- Skill in instructing.

- Ability to plan, implement and monitor a behavior modification treatment program.

**MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:**
Bachelor's degree in a related human services field, such as Criminal Justice, Sociology, Education, Religion or similar subjects shall include 25 semester hours of coursework related to the human services field; or Bachelor's degree in human services field, criminal justice or related human services field from an appropriately accredited institution; or an equivalent combination of education and experience. Necessary Special Qualifications Applicants for positions designated as Juvenile Justice Officers are subject to and must meet the hiring and training standards established by the North Carolina Criminal Justice Education and Training Standards Commission, as defined in Title 12, Chapter 9 of the NC Administrative Code, by the statutory authority of GS 17C.

SUPPLEMENTAL AND CONTACT INFORMATION:
The N.C. Department of Public Safety (DPS) is an Equal Opportunity Employer and encourages qualified men and women to apply. DPS uses the Merit-Based Recruitment and Selection Plan to fill positions subject to the State Personnel Act with the most qualified individuals. Hiring salary will be based on relevant qualifications, internal equity and budgetary considerations pertinent to the advertised position.

Online applications are only accepted through http://www.oshr.nc.gov/jobs/

Resumes will not be accepted in lieu of the state application. Embedded or attached resumes ARE NOT accepted as a substitution for a completed application.

To receive credit for all of your work history and credentials, you must list the information on the State of North Carolina in the Education and Work Experience sections of the application form. Any information omitted cannot be considered for qualifying credit.

Degrees must be received from appropriately accredited institutions.

Applicants seeking Veteran’s Preference must attach a DD form 214, Certificate of Release or Discharge from Active Duty, along with your application.

During the online application process if additional documentation is required, attach the documentation at the bottom of Step 4 in the application process.

Necessary Special Qualifications:
Selected applicant must attend and successfully complete and pass the Juvenile Justice Officer Basic Training certification program. The certification requires four weeks to complete and is comprised of classroom and physically demanding training. This training is carried out at regional training centers and requires consecutive overnight stays. In addition the selected candidate must:

- Have or be able to obtain required documentation for certification as a Juvenile Justice Officer (i.e. a diploma).
- Pass a Criminal Background check
- Pass a Drug Screening test
- Pass a Psychological test
- Pass a Sexual Risk Screening test
- Pass a Physical
- Be a US citizen
- Be at least 20 years of age
- Have a valid driver's license

Information regarding required documentation and the JJO certification requirements may be found on the NC Dept of Justice website: http://www.ncdoj.gov/getdoc/aed01fee-d4e3-439f-9f52-ae8ee538bc30/2-6-3-1-1-5-Juvenile-Justice-Officer---Juvenile-Co.aspx

If applying for a position certified through the North Carolina Department of Justice-Criminal Justice Standards Division, refer to http://www.ncdoj.gov/About-DOJ/Law-Enforcement-Training-and-Standards/Criminal-Justice-Education-and-Training-Standards/Officer-Certification-Programs.aspx for specific certification requirements.
The NC Department of Public Safety must adhere to the United States Department of Justice Final Rule on the "National Standards to Prevent, Detect, and Respond to Prison Rape" under the Prison Rape Elimination Act (PREA) Standards at 28 C.F.R. Part 115 Docket No. OAG-131 RIN 1105-AB34. Refer to https://www.ncdps.gov/index2.cfm?a=000122,002149 for hiring and promotion prohibition requirements for all positions in the NC Department of Public Safety. Due to the volume of applications received, we are unable to provide information regarding the status of your application over the phone. To check the status of your application, please log in to your account and click "Application Status."
If there are any specific questions to this posting, you may contact DPS Human Resources at 919-324-6281.

---

APPLICATIONS MAY BE FILED ONLINE AT:
http://www.oshr.nc.gov/jobs/index.html

NOTE: Apply to the department listed on posting
An Equal Opportunity Employer, NC State Government

Position #18-05614
YOUTH SERVICES BEHAVIORAL SPECIALIST
RC
Youth Services Behavioral Specialist Supplemental Questionnaire

* 1. Are you a U. S. or Naturalized Citizen?
   - Yes
   - No

* 2. Please indicate your level of education/experience.
   - Master's degree or higher in a human services field
   - Bachelor's Degree from an accredited college or university In Human Service field, Criminal Justice field, or related human services field
   - Associates degree from an accredited college or university In Human Service field, Criminal Justice field, or related human services field & at least 2 years of experience in a human services field
   - High School diploma or GED and at least 4 years of experience in a human services field
   - None of the above

* 3. Have you ever been charged with a felony?
   - Yes
   - No

* 4. If you do not have at least an Associates degree in a Human Services field, please provide examples of four years of related human services experience. Please ensure the related Human Services experience is documented in the Work History Section of the application. If this does not apply to you please enter N/A.

* 5. In the five (5) years preceding the date of this application, have you pled guilty to, entered a plea of no contest or been convicted of Driving While Impaired (DWI) or Driving Under the Influence (DUI)?
   - Yes
   - No

* 6. Do you have any Class B misdemeanor convictions within the last five years?
   - Yes
   - No

* 7. Do you have a valid driver's license?
   - Yes
   - No

* 8. Are you able to work weekends, holidays and evening hours?
   - Yes
   - No

* 9. Do you have experience working with at-risk youth?
   - Yes
   - No

* 10. KSA - Do you have experience establishing and maintaining effective working relationships with all levels of staff?
    - Yes
    - No
* 11. If you answered yes to the previous question, please provide an example(s), otherwise write "N/A".

* 12. KSA - Are you experienced in organizing and preparing accurate records, charts, and reports and to analyze such information?
  - Yes
  - No

* 13. If you answered yes to the previous question, please provide an example(s), otherwise write "N/A".

* 14. KSA - Are you experienced in communicating effectively in oral and written form?
  - Yes
  - No

* 15. If you answered yes to the previous question, please provide an example(s), otherwise write "N/A".

* 16. KSA - Do you believe, if properly trained, you are physically capable of applying proper methods and procedures to physically restrain juveniles and defend self?
  - Yes
  - No

* 17. Management Preference (not required for this position) - Do you have general knowledge of learning theory and behavior modification and their application to child development?
  - Yes
  - No

* 18. Management Preference (not required for this position) - Do you have general knowledge of the practical application of developmental and social behavior assessments, goal writing, and program implementation?
  - Yes
  - No

* 19. Management Preference (not required for this position) - Do you have general knowledge of principles and techniques of working with children who exhibit emotional handicaps, retardation, learning disabilities, developmental disabilities and assaultive and aggressive patterns of behavior?
  - Yes
  - No

* 20. Management Preference (not required for this position) - Are you skilled in observing, recording, and evaluating adaptive, social and problematic behavior among children?
  - Yes
  - No

* 21. Management Preference (not required for this position) - Are you skilled in instructing?
  - Yes
  - No
* 22. Management Preference (not required for this position) - Do you have experience planning, implementing and monitoring a behavior modification treatment program?
   - Yes
   - No

* 23. Please indicate the Youth Development Centers where you are interested in working.
   - Edgecombe Youth Development Center (Edgecombe County)
   - Chatham Youth Development Center (Chatham County)
   - Lenoir Youth Development Center (Lenoir County)
   - Stonewall Jackson Youth Development Center (Cabarrus County)

* Required Question