



Shift Supervisor

Want to join one of South Texas' premier child welfare agencies in "restoring innocence and strengthening families?" The Children's Shelter is waiting for you! Since 1901, The Children's Shelter has touched countless lives and every year, serves over 4,000 children and parents. Become part of a growing team providing high-quality, trauma-informed care for children and families.

Shift Supervisor will have oversight of the shift and provide direct supervision of Intervention Specialists I and II from the Emergency Shelter/Family Tapestry to ensure a safe and therapeutic milieu. Ensure full compliance with Texas Minimum Standards and The Children's Shelters policies and procedures. Train and role model Trauma-Informed Care methods and ensure utilization of TBRI practices.

Responsibilities Include:

- Monitoring/supervision: Ensure shift is appropriately staffed to ensure compliance of youth – staff ratio in order to provide the level of supervision necessary to ensure each resident's safety and well-being, including auditory and/or visual awareness of each resident's on-going activity as appropriate by positioning self to be able to immediately intervene when necessary to ensure each resident's safety.
- Treatment services: Ensure continuity of care for residents by sharing with incoming caregiver's information about each resident's activities during the previous shift and any verbal or written information or instructions given by the parent or other professionals and full awareness and consistent implementation of behavioral strategies in the resident's service plans.
- Treatment: Implements TBRI practices by meeting complex needs of children, using Empowering Principles to meet physical needs, Connecting Principles for attachment needs, and Correcting Principles to disarm fear-based behaviors. Staff will use the TBRI skills and tools to be successful in their various roles.
- Treatment: Teach resident's how to develop and maintain healthy behavioral and emotional expression in residential, school, and community settings and prevent serious incidents, while providing one-on-one support for resident's as necessary or determined by the individual service plan in combination with the school's Behavioral Improvement Plan (BIP) for each student and/or requirements as set forth by the Individualized Education Plan (IEP).

Requirements:

- Must be available to come in on weekends or after hours based on needs of department.
- Must have 2 years prior supervisory experience, preferably in a child welfare or non-profit setting
- Must have 1-year prior experience completing performance appraisals, facilitating performance improvement processes, providing coaching/feedback, and conducting interview/selection of candidates.
- Proficient with Microsoft Office Suite and comfortable with technology in performing job duties.
- Skills in organizing work in a responsible way in an environment with multiple challenges and priorities. Must have effective time management skills.
- Ability to engage and communicate effectively with persons from diverse cultures and communities, as well as from different groups, including residents, their parents, agency colleagues, support staff members, supervisors, administrators, and persons in the legal and judicial system.
- Meticulous attention to detail regarding medication administration to residents and proper documentation of medication administration.
- Maintain current driver's license along with a favorable driving record. Must have access to reliable and safe transportation for self.
- Bachelor's Degree required in the field of in social work or other human service related field.
- Two years extensive experience in the field of child care required with experience in residential treatment or related setting preferred. Two years experience in an emergency shelter setting. Three years experience in patient or client care facility may be considered in place of residential treatment experience.
- Bi-lingual in English and Spanish preferred.
- Working knowledge of Texas Minimum Standards of General Residential Operations for Emergency Shelters.

The Children's Shelter is an Equal Opportunity Employer committed to a culturally diverse workplace and offering a competitive pay and benefits package.

You can apply on-line by visiting our website www.chshel.org or in person at:

2939 W. Woodlawn Ave.
San Antonio, TX 78228
Monday-Friday 8am-5pm