



## **Residential Counselor Job Description**

**ORGANIZATION OVERVIEW:** Parrott Creek Child & Family Services supports children and families involved in juvenile justice, child welfare, substance misuse and behavioral health systems. Our mission is to help our participants identify strengths and develop skills that build stronger families and safer communities. We build effective partnerships to align services, maximize resources and provide an equitable and inclusive continuum of care.

**POSITION SUMMARY:** We are hiring multiple Residential Counselors to work with male and male-identifying youth at our residential treatment center outside of Oregon City. Located on 80 acres of forest, wetland and creek, our treatment facility is a wonderful and nurturing environment in which to take on this challenging yet hugely rewarding work. Parrott Creek is a leader in combining trauma-informed treatment models with restorative justice and mindfulness practice. Our vision is to become a regional center of excellence.

Residential Counselors work directly with the youth to provide a safe, secure and nurturing environment for youth. They do this by creating healthy relationships with our youth based on good boundaries between adults and youth.

**WORK LOCATION:** Oregon City, OR

**POSITION TYPE:** Full time; Days, weekends and Overnight Shifts, including holidays

**SALARY:** \$20.00 hourly with \$1.00 increase in pay per hour for overnight shifts  
\$1/hr differential for bi-lingual/bi-cultural. Assessment to be conducted during interview process

**BENEFITS:** Medical, Dental, Vision, Retirement Plan, Paid Vacation, Sick Leave, and Holidays

### **PRINCIPAL DUTIES**

- Major responsibilities of the role include individual and group skill building, engaging with youth during activities and helping youth find solutions to their own challenges. At its heart, we believe our children and families are smart, capable and doing the best they can with the resources they have available to them. Your job is to help our youth reach their full potential. We approach our social service from a non-judgmental, respectful perspective and these values extend to how we work collaboratively as colleagues.
- Residential Counselors work directly with the youth to provide a safe, secure and nurturing environment for youth. They do this by creating healthy relationships with our youth based on good boundaries between adults and youth.

- Residential Counselors work as a team modeling feedback for youth and each other as well as maintaining adherence to the agency's policies and procedures. Training includes, but is not limited to, effective group and individual skill building, de-escalation techniques, milieu management, appropriate supervision of youth, facilitation of day to day residential living, activity planning and collaborative problem solving.

### **REQUIREMENTS, KNOWLEDGE, SKILLS AND ABILITIES**

- Able to communicate effectively both verbally and in writing.
- Able to stand 4-6 hours at a time.
- Computer experience, proficiency with Microsoft Office preferred.
- Ability to lift 50 pounds.
- Ability to walk over uneven terrain.
- Work cooperatively within a team.
- Have a valid Oregon Driver's License and good driving record.
- Be able to drive a 12-passenger van.

### **EDUCATION, EXPERIENCE AND TRAINING**

- Bachelor's degree in a relevant field preferred or two years relevant experience.
- CPR, First Aid and Food Handlers Card preferred upon hire.
- Prefer experience working with/in BIPOC communities; understanding of and commitment to mindfulness practice; understanding of and commitment to anti-racism; support of diverse lifestyles and cultures; training or experience with Restorative Justice programs and practices.

### **WORK ENVIRONMENT**

- Parrott Creek respects and promotes the personal and professional growth of all employees and we celebrate diversity. We are committed to creating an inclusive and safe environment for all.
- This position allows for advancement as part of the team at Parrott Creek. As you become successful, acquire more skills, take on more responsibility and demonstrate proficiency, you will have the opportunity of advancing in your position.

### **TO APPLY**

Interested candidates please send resume w/cover letter to one of the following:

Mail: Parrott Creek Child & Family Services  
1001 Molalla Avenue, Suite 209, Oregon City, OR 97045

Email: [resumes@pcreek.org](mailto:resumes@pcreek.org)

Fax: 503-655-8908

### **A Note to Potential Candidates:**

Studies have shown that women, trans, non-binary, BIPOC, and other candidates from most-impacted communities are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization, and we are most interested in finding the best

candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that is welcome. We would strongly encourage you to apply, even if you feel you do not meet every one of the qualifications described. ***Parrott Creek is an equal opportunity employer and we encourage candidates of diverse backgrounds to apply.***