



REHABILITATION SPECIALIST SENIOR I/II

DEFINITION: May be assigned to work in the Inyo County Probation Department and/or Inyo County Health and Services Department. Under the supervision and direction of, and in cooperation with, the Chief Probation Officer and/or the Health and Human Services Director, or one of their respective designees, the Rehabilitation Specialist/Senior Rehabilitation Specialist I/II may be assigned to the Inyo County Juvenile Center, under the direction of the Chief Probation Officer or his designee, or to one or more non-custodial services delivery programs serving juvenile and adult populations and administered by the Probation Department, the Health and Human Services Department, or by both departments working in concert. While the Rehabilitation Specialist/Senior Rehabilitation Specialist I/II will be hired by, and assigned to either the Probation Department, or Health Human Services Department, the Rehabilitation Specialist/Senior Rehabilitation Specialist I/II may be assigned, temporarily or permanently, to the other department based on the County's needs. A The Rehabilitation Specialist, Senior Rehabilitation Specialist I, and Senior Rehabilitation Specialist II are distinct classifications into which employees are hired or promoted according to the respective department's Authorized Staffing and **are not** eligible for career ladder between advancement between classifications in the classification plan. This position is covered by the Inyo County Probation Peace Officers Association for salary and benefit purposes.

DISTINGUISHING CHARACTERISTICS

The Senior Rehabilitation Specialist is distinguished from the Rehabilitation Specialist in that Senior Rehabilitation Specialists hired after August 1, 2017, must possess or be able to successfully complete STC Core Training for Juvenile Corrections pursuant to Penal Code Section 6035 within 12 months of appointment; and, must possess or be able to successfully complete Section 832 Penal Code Training (Arrest, Search and Seizure) within 12 months of appointment. While both the Rehabilitation Specialist and Senior Rehabilitation Specialist will be assigned to work at the Juvenile Hall as needed, Senior Rehabilitation Specialists will be generally be primarily assigned to the Juvenile Hall. The Senior Rehabilitation Specialist is distinguished from the Rehabilitation Specialist by the nature and complexity of assignments, and the expectation that Senior Rehabilitation Specialists are expected to be the lead worker or shift supervisor in the Juvenile Hall or on any shift or assignment to which a Senior Rehabilitation Specialist and Rehabilitation Specialist are assigned.

The Senior Rehabilitation Specialist II is distinguished from the Senior Rehabilitation Specialist I in that the Senior Rehabilitation Specialist II will always serve as the lead worker or shift supervisor in the Juvenile Hall when working shifts with a Senior Rehabilitation Specialist I or a Rehabilitation Specialist and, similarly, serve in a lead worker or shift supervisor capacity on other shifts and assignments.

LEVEL OF RESPONSIBILITY AND SCOPE

Receives general supervision and direction from the Chief Probation Officer and/or the Health and Human Services Director, or one of their respective designees while complying with all applicable federal and state laws and regulations and program policies and procedures.

EXAMPLES OF ESSENTIAL JOB DUTIES – Duties may include but are not limited to the following:

Juvenile Hall Assignments (Probation)

While assigned to the Juvenile Center, in addition to other duties as may arise, the Rehabilitation Specialist/Senior Rehabilitation Specialist I/II supervises and directs the conduct of juvenile detainees, which includes receiving and releasing juveniles and their property; conducting intakes on juvenile detainees; conducting visual and physical inspection of juveniles in custody, their quarters and property, for contraband; distributing prepared meals; observing and reporting on group attitudes and behavior; conducting evidence based group and individual counseling sessions; instructing juveniles in acceptable social conduct; enforcing discipline and maintaining security; leading community service work crews; checking building and nearby grounds for irregular circumstances; conducting programs designed to prepare juvenile detainees for release; transporting juveniles in restraints to and from other juvenile halls, state facilities or appointments; monitoring and maintaining sanitary conditions and orderliness of facility; managing and distributing detainee property which may include medications prescribed by medical staff; maintaining extensive client records; participating in staff meetings; monitoring policies and programs; preparing extensive reports on client program participation and completion; taking appropriate action in emergency situations.

Non-Custodial Services Programs & Services (Probation & HHS)

While assigned to non-custodial services delivery programs serving juvenile and adult populations and administered by the Probation Department, the Health and Human Services Department, or by both departments working in concert the Probation Rehabilitation Specialist/Senior Rehabilitation Specialist I/II usually assists the supervising caseworker (including but not limited to Probation Officer, Social Worker, Psychotherapist or other caseworker) with the supervision and monitoring of juvenile offenders, juvenile offenders and their families, and adult offenders, in (1) resource family home (e.g., a relative's home or Foster Home, or the offenders residence) or (2) a resource center setting and/or at dispersed facilities including schools, juvenile halls, jails, offices, and other institutions, which may include assisting with client check-ins; conducting urine testing for use of alcohol and controlled substances; conducting or

assisting with evidence based group and individual counseling (including addictions counseling) designed to restore, improve, or maintain functioning of juveniles, juveniles and their families, and adults, consistent with their goals of learning, personal development, self-sufficiency, and independence from alcohol and drug addiction; providing in-custody transports of both adults and juveniles to jail or juvenile hall; providing non-custodial transportation of juvenile and adult clients to and from residences, court, school, service facilities, medical appointments, other appointments, and other destinations; conducting validated risk assessments of clients; preparing extensive reports on client progress and program completion; maintaining extensive case records in a case management system; monitoring compliance with policies and programs, and making recommendations program improvements; assisting with office security and safety; visiting and maintain a positive and supportive presence on school campuses; assisting in the delivery of juvenile court schools services as may be agreed to by the County; leading community service works crews; and supervising and managing adults and youth assigned to an electronic monitoring program; in addition to other duties as assigned.

EMPLOYMENT STANDARDS:

Education/Training and Experience:

Preferred: A Bachelor's degree and 4 years of experience providing rehabilitation services.

Required: A high school graduate or equivalent with at least one (1) year of experience involving the supervision, care, and leadership of juvenile groups and/or experience working with adults in either a custodial or non-custodial setting providing therapeutic, educational or employment services. An associate degree in the social or behavioral sciences or a related field, or certified drug/alcohol counselor (CDAC) or intern credentials, is preferred.

Skills and Abilities:

Ability to: Provide individual and group supervision, counseling and facilitation; plan and direct recreational and work activities; control, direct and instruct both adult and juvenile clients in custodial and non-custodial settings; promote acceptable behavior of juveniles and adults in custodial and non-custodial settings and intervene as necessary to provide rehabilitative behavior modification; effectively communicate rules and procedures; observe, remember and record events accurately; make quick, effective and reasonable decisions in emergencies and take appropriate action; physically restrain adolescents if necessary (when assigned to the Juvenile Hall) ; learn, interpret and enforce juvenile hall rules; work collaboratively in team-like details; deal with people under high stress circumstances; maintain harmonious relations with clients, co-workers, supervisors and other partner agencies; prepare and present comprehensive written and oral reports; meet and maintain standards of physical endurance and agility; use and care for law enforcement equipment, including standard broadcasting procedure of a two-way radio system; transport clients in all weather conditions; ability to use various cleaning solvents; administer first aid and CPR; work cooperatively with parents and family members of clients in both custodial and noncustodial situations,

including residences; follow the direction of lead workers, supervisors, and senior department and program staff ; work in a team setting; utilize a computer for conducting risk assessments, composing reports and entering data into a case management system; train on and utilize weaponless defense tactics when appropriate; deploy and remove physical restraints on clients such as handcuffs and leg restraints; deploy and monitor and remove electronic monitoring devices; and, train on and utilize less than lethal force options such as OC pepper spray when needed.

Physical ability to: Physically restrain minors and adults; sit, stand, walk, run, kneel, crouch, stoop, squat, twist and climb; lift and carry up to 50 pounds; exposure to noise, chemicals, bodily fluids, infectious diseases, and potentially hostile and violent situation. Incumbents must perform work inside of a locked facility and out, which will include exposure to heat, cold and dust.

Special Requirements:

Must pass a physical examination, including drug screen, extensive personal background check, and psychological evaluation; earn and maintain a valid first aid and CPR certificate; must possess or obtain by appointment date a valid operator's license issued by State Department of Motor Vehicles. Must be willing and able to work various day and night shifts, weekends and/or holidays, including a standby/call-out schedule when required. Must possess sufficient strength and dexterity to physical restrain hostile clients. Must be at least 21 years of age.

Individuals selected for Senior Rehabilitation Specialist I/II must also: (1) must possess or successfully complete Section 832 Penal Code training (Arrest, search and seizure) within twelve (12) months of appointment to coincide with a twelve (12) month probationary period; and (2) must possess or successfully complete STC Core training for Juvenile Corrections with twelve (12) months of appointment to coincide with a twelve (12) month probationary period. The training required for this position will be provided at no expense to the individual hired.