



## Human Resources Department Pueblo of Santo Domingo

### JOB ANNOUNCEMENT

**POSITION TITLE:** Youth Care Worker

**SALARY RANGE:** \$11.00-14.00

**DEPARTMENT:** KEWA House Emergency  
Youth Shelter

**POSITION STATUS:** Part Time-PRN

**SUPERVISOR:** Mario Garcia, KEWA House  
Mgr

**JOB POSTING ID:** KFWC-190410.2

**Non-Exempt position**

**Open until filled**

*Santo Domingo Tribe exercises Indian Preference in employment opportunities but otherwise supports non-discrimination on the basis of age, sex, religion, disability, color, race, or national origin, except where required by bona fide business necessity.*

**Basic Purpose:**

Incumbent is responsible for the care and supervision of youth residents at the Kewa House Emergency Youth Shelter. This includes but is not limited to; physical, mental, emotional, social and spiritual well-being of their daily lives. Youth Care Workers are also responsible for implementing assigned treatment services, maintaining accurate documentation of services and ensuring that the daily routines of the program is upheld; performs work in close adherence to the program operations manual.

**Essential Functions:**

- Assist Kewa House Manager in daily office operations of program.
- Assist with initial intake/ discharge procedures for residents.
- Consistently interacts with youth using Kewa House client-focused and strength based approaches. Includes day to day activities with youth and relating to residents as they move toward their individual goals while maintaining professional boundaries.
- Supervise resident's day/night by ensuring that their basic needs are met (i.e. food, hygiene, clothing, emotional support, etc.)
- Works closely with the shelter team to plan individual and group age appropriate enrichment activities in program areas: Education, Cultural Enrichment, Health/Nutrition/Physical Fitness, Arts, and Life Skills, that actively engage and educate youth.
- Coordinates with local and outside agencies for continuous programs and activities.
- Transport residents and or help organize transportation arrangements for resident to a variety of outings including staff-led community based activities.
- Maintains and updates residents case file, incident reports, daily staff logs, vehicle logs, telephone log in accordance with Kewa House policies and procedures.
- Participates in individual case staffing and consultations with all program staff.
- Ensures compliance with Kewa House standards and security safeguards (i.e. room checks, perimeter walks, facility/room searches, ongoing visual checks).
- Ensures facility cleanliness and maintenance in common and staff areas.
- Manages emotional, physical, and verbal escalation by effectively initiating de-escalating intervention techniques in difficult, stressful, and crisis situations involving youth residents.
- Prepares healthy meals in accordance with food handling requirements and licensing standards.
- Monitors the inventory lists of food, supplies, materials and assists in menu preparation.
- Maintains cooperative professional relationships and promotes teamwork with co-workers, supervisors, agency administrators, stakeholders, and the community, while projecting a professional image through in-person and telephone interaction.
- May provide outreach to the community, as needed, including presentations, manning a booth for public education, etc.
- Other duties as assigned.
- Must be willing to be flexible and work with the KEWA house staffing to ensure that all shifts and hours are covered.

**REQUIRED COMPETENCIES:**

• **Integrity / Honesty**

All Santo Domingo Tribe employees must operate in an ethical manner by following all Santo Domingo Tribe policies and procedures relating to confidentiality, federal HIPAA guidelines, and proper behavior between staff, residents, parents, and vendors. Incumbent must conduct oneself above the appearance of doing something wrong.

• **Teamwork**

All Santo Domingo Tribe employees must be competent in working effectively with division members and members of other divisions to resolve common issues or problems as well as listening and seeking others' perspective on how to complete assignments. Keeps others informed and up-to-date about tasks, progress, or projects.

- **Goal and Task Management**  
Incumbent in this job needs to be able to plan, prioritize, set goals, establish standards, coordinate tasks, show concern for deadlines, and track progress with respect to personal performance.
- **Decisiveness**  
Incumbent in this position must be able to successfully determine and initiate a course of action. Incumbent must require the consideration of multiple options, information sources, and development of contingency plans.
- **Vision**  
Incumbent in this position must have the ability to gain an understanding of where an organization is headed in light of internal and external trends and influences.
- **Interpersonal Skills (Working with Others)**  
Incumbent in this position must be able to communicate one's feelings, preferences, needs, and opinions in a way that is neither threatening nor punishing to another person, while at the same time recognizing effort of others and praising that effort.

**MINIMUM QUALIFICATIONS:**

- High School Diploma or equivalent; and two (2) years' experience working with youth, OR any equivalent combination of education and experience.
- CPR/First Aid, Food Handler's certification or must be certified within first 90 days of employment.
- Knowledgeable in the area of alcohol/substance abuse and crises intervention.
- Knowledgeable in the areas of child abuse/neglect, sexual abuse, foster care issues and protocol/procedures.
- Previous experience with Native American youth preferred; must be sensitive to tribal customs and traditions and work with a diverse clientele.
- Fluent in Keres language preferred.
- Excellent listening, oral and written communication skills that will enable you to work with high risk youth and families and to focus the efforts on client's well-being and to meet Santo Domingo Tribe goals and objectives.
- Must be available to work various shifts i.e. days, swings, overnights, weekends, holidays, and on call.
- Must be able to satisfactorily pass a background check.
- Valid New Mexico driver's license with ability to meet Santo Domingo Tribe liability insurance requirements and maintain eligibility for insurance.
- Flexibility in hours to cover staff emergencies that may occur on KEWA House

**HOW TO APPLY**

Please submit complete application packet.

- By email: SDTHumanResources@kewa-nsn.us, subject line: **Youth Care Worker– [Your Name]**
- By mail: Santo Domingo Tribe Human Resources, PO Box 127, Santo Domingo NM 87052
- By fax: (505) 465-2043 Attn: Human Resources
- In person: Human Resources Department, 10 Tesuque St, Santo Domingo NM 87052

Incomplete application packets may delay or exclude consideration of your application. A complete application packet includes the following:

- Santo Domingo Tribe Employment Application (available at [santodomingotribe.org/careers](http://santodomingotribe.org/careers))
- Resume
- Cover letter
- Copies of relevant certifications, including trade skills, CPS, Food Handlers, etc.