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## Human Service Technician (Psych. Tech.) Job Description

### Introduction

Thank you for applying for the Human Service Technician (Psych. Tech.) position at the AMRC. This position has been developed for a specific high need client.

Please read the descriptions below so that you can decide about continuing with the interview process.

### Program/Job Description

The client is a 15-year girl who has not lived at home for about 3 years. She has been in several group home settings and hospital settings.

She would love to be able to participate and be active in physical activities. She is very creative and an excellent writer. She likes to draw and paint as well as doing crafts. She likes to laugh and LOVES animals. Most of all she seems to love reading and being able to earn this privilege has worked as a great motivator for her. Another motivator that has been successful has been being able to play Minecraft where she gets to use her creativity.

She has recently been successful in having no self-harm and has had 32 days of safety at this point. She has avoided having to be restrained since December 4. She is excited about her program and since she has exceeded 25 days of safety, she has advanced from her prior program to one where she gets additional privileges.

Every three days of safety she gets to pick from a list of activities that she enjoys which now includes video game time. She also has a marker that she can use (previously had this taken away due to swallowing a cap) and is able to participate in animal assisted therapy weekly.

During school hours, she is in a direct observation room near the school where she can have greater contact with her teacher. She is working on school work more consistently. She has been on a 2:1 monitoring (2 staff with her at all times). She has earned regular visits from her family and her treatment team which she enjoys. She attends general conditioning group four times weekly with her peers.

She will occasionally get upset with treatment providers or peers and threaten to act out, but she has not done so for quite some time. She is thinking about plans for the future and seems to have confidence that she can maintain gains made during her time in this program.

Although it seems like she is ready for living successfully outside of her very structured environment, she is not. Taking things slowly will be a challenge for staff because she often appears to be very high functioning when in reality she can become agitated quickly which can lead to self-harm which results in her feeling very angry at herself for reverting to this behavior.

In past placements, she became very adept at finding or unscrewing tiny objects like door screws which she would use to harm herself. When upset and seeking comfort and attention, she has been known to chew glass and swallow batteries. This is one of the many reasons that she presently requires eyes on her at **ALL** times. We want to give her the best opportunity to develop new habits so that she can enjoy a successful life.

Transitions have been difficult for this girl. We will slowly add new components to her daily schedule based on her ability to settle in to each new situation.

Adding the various services that she will receive will be based on her ability to transition after adding each new component.

When she first arrives at the AMRC we will have 2 staff assigned to her at all times.

## Typical Day

She will have breakfast and do her hygiene.

During the morning hours, she will do schoolwork which will be provided by a home and hospital teacher who will bring packets and other work for her to accomplish.

If she decides not to do school work, she can just sit quietly until the afternoon.

After lunch, she can choose from a menu of privileges that she has earned which will include reading, computer time, art etc.

We will have her participate in Yoga and mindfulness daily when she first arrives.

As she settles in, we will expect her to have weekly therapy. We will likely begin with Individual DBT sessions as well as a weekly group where she will be attending with her mother.

We will add other therapies as she continues to progress. She will likely participate in EMDR and will ease into some social situations which may include some small groups.

As she can adapt to this without becoming agitated, we will add Equine (horse) therapy.

**Staff will accompany her to all activities even when she is seeing her therapists.**

We hope to gradually add visits by her mother and other family members with the ultimate goal of her returning home to live with her mom. She will initially be earning visits until it becomes evident that having daily contact is the next step. We want her mom and other family members to eventually spend evenings together having dinner, playing board games etc. Eventually we anticipate that she will go on outings with her family. But this is likely quite a way into the future.

## Required Skills

The skills required in the job description included the following. Below are the reasons for the need for these.

<b>Skill</b>	<b>Reason Skill is Required</b>
Good Boundaries.	She often tries to push limits. When given a privilege she can often become pushy and keep asking for more.
Ability to set limits	She can be very charming and will try to get more than she has earned. It will be hard not to give in.
Confident and not intimidated by outlandish behaviors.	She can say bizarre things in order to get a reaction. You have to learn to keep a straight face and offer very little attention to this.
Good at problem solving.	At first, there is no negotiation which is counter what usually happens. You will help her to follow a strict plan which will eventually help her to want appropriate negotiation.
Respectful.	Even when she is disrespectful, we will be neutral but kind.
Ability to deal with seeing blood and without becoming upset.	She has been known to cause cuts or bites on herself that have resulted in a lot of blood. You will receive directions on when to call a nurse for a consultation about the need for medical assistance. When there is no need for a visit to the hospital, you may need to help her wrap up wounds rather than giving her a lot of attention.
Ability to be non-judgmental regardless of the client's behaviors and verbalizations.	You will give her the benefit of the doubt about why she decides to display difficult behaviors. You don't have to agree, but it is important to treat her with unconditional regard.
Observant.	Watch her closely and check her pockets and room consistently as she excels in her ability to be sneaky.
Good listener	You may become very bored from having to listen all the time to the same things or to conversations that are just not logical. It's like having to listen to an uncle who has beliefs that are totally opposite of yours. In your mind you might think he is annoying, but you listen anyway and continue to refuse to debate the issues.

Willingness to follow directions.	Some of the techniques that you will be asked to put into place may seem too strict. <b>You must trust the plan.</b>
Not easily conned or manipulated.	Check yourself if you find yourself wanting to give in to her requests even though they seem logical. <b>Again, trust the plan.</b>
Calm demeanor.	When she becomes stirred up, she tries to engage others in joining her. Stay neutral and calm.
Excellent social skills for role modeling positive behaviors.	You will learn to “think out loud” so that she can hear your thought process as you make decision about your behavior especially when you could choose a negative behavior but made the decision to be appropriate.
Positive communication.	Tell her what to do NOT what NOT to do. Give proactive directions.
Willingness to participate in Equine (horse) therapy, Working out at the gym, Hiking, Yoga, Meditation, Outings,	For many of these activities, you must be physically fit.
You will receive training in de-escalation, behavior modification, DBT skills, CBT skills and first aid decision making skills.	Self-explanatory
Computer skills for documenting progress notes.	You have to have a basic understanding of computers. You will receive training in documentation in our electronic record, Credible.