Help Us. Help Others. Are you looking for a job where you can make a difference? The Black Hills Children's Home, a program of Children’s Home Society, in Rapid City, SD is currently seeking a Lead Team Coordinator. We empower children to overcome the trauma that has affected their lives and guide families toward strength and safety.

**What You'll Do:**
Your responsibilities as a Lead Team Coordinator would include:

- Maintain a trauma informed care treatment milieu, and demonstrate to others through interactions with children a trauma informed care approach at all times..
- Evaluate the performance of direct care staff through observation and interaction to evaluate their compliance with trauma informed care treatment principles.
- Create performance improvement plans for direct care staff that are not able to consistently apply trauma informed care principles. Coach and mentor these individuals as part of those plans.
- Provide training for direct care staff, and ensure orientation training is completed, documented and returned to the Human Resources Assistant not later than 30 days from date of hire for all new direct care staff.
- Support Team Coordinators, and coordinate work schedule to ensure adequate staffing is available at all times and that a licensed practitioner is available.
- Participate in job interviews to ensure an adequate pool of both full and part-time direct care staff is available.
- Act as the point of contact for the Volunteer Coordinator in planning on campus visits and activities.
- Supervise Direct Care Relief Staff, and ensure relief staff is receiving required in-service training.
- Other duties as assigned.

**What We'll Love About You:**

- Coaches and mentoring time is available to direct care employees and teams that need it and improvement is noted.
- Orientation checklists are returned to the HR Assistant within 30 days for all newly hired direct care staff, and trainings are offered annually to all direct care staff on a schedule that is convenient and efficient.
- Performance reviews are turned in on time and clearly document direct care competency strengths, weaknesses and plans for improvement.

**Schedule:** Set schedule that includes weekdays and one weekend shift. Hours are typically 2:00pm-10:00pm for Monday-Friday shifts and 7:30am-10:00pm for Saturday/Sunday shifts.

**Experience/Education/Skills:** BA/BS in Human Service discipline, and minimum 2 years experience in childcare setting, desirable, with references that can depict level of interest in working with children with behavioral issues. Eligibility to be a licensed practitioner preferred. Proven track record of leadership. Requires certification as a trainer in Safe Crisis Management, 7 Elements of Trauma Informed Care, CPR and First Aid.

**Physical Demands and Work Environment:** Must be able to physically restrain a child in ways taught by the Agency while being able to verbally communicate to the child and other staff. Must regularly lift and/or move up to 10 pounds and occasionally lift and/or move up to 100 pounds.

**Compensation:** Salary range of $39,000.00-$41,000.00 with applicable, full-time experience.

**What You'll Love About Us:**

- **A Century of Service:** Established in 1893, Children's Home Society of South Dakota is the state's oldest human service nonprofit organization. Through our many programs, we serve families, individuals, and children of all ages.
- **Licensing & Accreditation:** We are accredited by The Joint Commission and licensed by South Dakota Department of Social Services as a Child Welfare Agency. We are also certified as a Special Education Program by the Department of Education and Cultural Affairs.
- **Our Mission:** We empower children, adults, families, and communities to be resilient, safe, healthy, and strong.
- **Our Values:** Excellence, Empowerment, Integrity, Hope, Unity.
- **Health Benefits:** Traditional Medical and Medical with HSA. Vision. Dental.
- **Additional Benefits:** Group Life and AD&D. Short Term & Long Term Disability. Additional Voluntary Life, Critical Illness, and Accident plans. Employee Assistance Program.
- **Paid Time Off:** Generous PTO package. 10 paid holidays.
- **Pension Plan and 401k:** Employer contribution up to 8% of employee’s compensation.
- **Training:** On-site, industry-specific learning experiences.
- **Loan Forgiveness:** Qualifying employer under the Public Service Loan Forgiveness Plan.