



Youth Support Aide (YSA)

About the Organization

Background

Firm Foundations Youth Home (FFYH) is a faith-based organization that was founded in 2004. Gigi's Cottage, FFYH's first foster home, is a group home for girls ages 7-17 in Arizona's foster care system. This home offers a safe and family-like setting for up to nine girls. FFYH's congregate care services are based on Trust Based Relational Healing (TBRI) and *Grace Based Parenting*¹ to help kids heal in safe and trusting relationships where they experience grace and connection in a home environment. FFYH collaborates with Scottsdale Bible Church (SBC) for comprehensive support encompassing administrative, financial, and operational assistance.

About the Job

Reporting to the House Supervisor (HS), Youth Support Aides (YSA) assist the HS, Program Director (PD), House Lead (HL), and other staff in meeting the material, physical, spiritual, emotional, and disciplinary needs of each child in the home. YSAs are directly responsible for providing a safe, secure environment that ensures the health, welfare, and continuing development of each child. YSAs have a passion for caring for girls (9-17) and are flexible, self-directed, and an independent problem solver within the FFYH and GGC guidelines. YSAs believe that a nurturing family is the ideal environment for children and that people have the capacity to grow and change.

Responsibilities:

- Provide services: Complete daily progress notes and other documentation within the required compliance guidelines, program policies, and State standards.
- Administer medications as prescribed by a licensed doctor.
- Transport children to/from school, activities, appointments, and religious options as necessary.
- Assist with school needs.
- Assist with meal preparation and house cleaning duties.
- Facilitate recreational and social life skills activities for all children.
- Assist children with interactions, including behavioral management through connecting principles (TBRI) and Grace Based Parenting.
- Participate in team meetings and agency training.

Requirements:

- 21+ years of age
- Minimum of a High School Diploma, or equivalent.
- 1 year experience working with children within the past 2 years that can be verified.
- Able to obtain a valid Level 1 Fingerprint Clearance Card through the AA Dept. of Public Safety and pass a criminal background check.

¹ *Grace Based Parenting* was created by Dr. Tim Kimmel. Visit www.gracebasedparenting.com for more information.
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- Possess reliable transportation, a valid AZ driver's license, a clean driving record, and insurance.
- Ability to interact with children with sensitivity and responsiveness to cultural and socioeconomic characteristics.
- Able to demonstrate strong healthy boundaries, values and role modeling.
- Must be able to work with adults and children from all cultural backgrounds.
- Effective oral and written communication skills, basic computer skills.
- Knowledge/willing to learn Trauma Informed Care, TBRI, and Grace Based Parenting models.
- Strong problem solving and decision-making skills, an understanding of time management, and adaptability.
- Dependable, reliable, trustworthy.
- Flexible, self-directed and an independent problem solver.
- Able to drive a 12-passenger van.
- Able to work variable and flexible shifts.
- Able to obtain CPR/First Aid Certified
- Able to pass a physical exam and drug test
- Ability to navigate stairs and moderate lifting

Job Details:

- Salary – \$18 -20 an hour
- Job Type – Full time and Part-time
- Hours – Weekends required, evenings, overnights, shift coverage
- Benefits
 - Competitive pay, overnight shift increase
 - Full health/dental/vision insurance, AFLAC
 - Flexible hours, daytime, nights, and weekends
 - Cell phone/mileage/tuition reimbursement
 - Paid time off
 - Advancement opportunities
 - Staff referral bonus program