Direct Care Supervisor – 2nd Shift (work 7 days off 7 days)

New Foundations Home for Children
2300 Standridge Road, Anderson, SC 29625
Job Type: Full-time | Monday through Friday, 2:00 p.m. to 11:00 p.m.; Saturday & Sunday 8:00 a.m. to 11:00 p.m.; then off for 7 days.
FLSA Status: Non-exempt

About Us

Founded in 1974 as Anderson Youth Association, New Foundations Home for Children provides a safe, supportive, and nurturing continuum of services for children and families. Based in Anderson, South Carolina, we offer residential, foster, in-home, and transportation services throughout the state. Since 1995, New Foundations has been nationally accredited through the Council on Accreditation for Children and Families.

Position Overview

We are hiring a full-time Direct Care Counselor III to provide care, supervision, support, and leadership on an assigned shift and unit. This position supports adolescents with emotional, behavioral, intellectual, and developmental needs in a safe, structured environment that encourages growth, appropriate behavior, and personal success.

Schedule

Monday through Friday, 2:00 p.m. to 11:00 p.m.; Saturday & Sunday 8:00 a.m. to 11:00 p.m.; then off for 7 days.

Benefits for Full-Time Employees

- Health, dental, vision, life, short-term, and long-term insurance coverage
- Paid time off accrued monthly
- Overtime pay for specified holidays
- Retirement plan with company match
- Credit union membership
- Teladoc membership with 24/7/365 access to a doctor
- Team-building events
- Training and certification provided

Key Responsibilities

- Create and maintain a safe, structured, and supportive environment for clients.
- Provide direct supervision, care, and support to clients during assigned shift routines, activities, and transitions.

- Provide leadership and supervision to full-time and part-time counselors on the assigned shift and unit.
- Assist with training, assigning work, directing staff, completing supervision meetings, addressing concerns, and supporting performance expectations.
- Provide leadership and supervision to counselors in the absence of the unit manager.
- Document weekly client behavior and provide therapeutic interventions as needed.
- Participate in care team meetings and provide input about client progress and needs.
- Perform physical restraints as required by Therapeutic Crisis Intervention training and demonstrate competency in all required TCI practices.
- Maintain eyesight supervision of clients during on-campus and off-campus activities.
- Engage clients in recreational, educational, social, and group activities.
- Encourage positive behavior, healthy decision-making, appropriate social interaction, and personal responsibility.
- Communicate safety concerns immediately to a supervisor, including client safety and environmental safety concerns.
- Complete required documentation before the end of each shift, including daily counseling notes, incident reports, medication logs, and maintenance inspection checklists.
- Check and respond to email on a weekly basis.
- Follow all New Foundations policies and procedures while acting on behalf of the agency.
- Maintain a valid driver's license and comply with DSS regulatory and agency insurance requirements.
- Perform other duties as assigned by the supervisor.

Qualifications

- High school diploma or GED required.
- One year of supervisory experience or leadership experience preferred.
- Two years of social service program experience or progress toward a degree in a related field preferred.
- Practical knowledge of treatment approaches for emotional and behavioral disturbances in children and adolescents preferred.
- Must be at least 21 years old.
- Knowledge of individual and group behavioral traits, with emphasis on client needs and behavioral patterns.
- Ability to intervene effectively in a crisis.
- Ability to communicate effectively both verbally and in writing.

- Excellent organizational and interpersonal skills.
- Compassion for the care and well-being of others.
- Valid driver's license with a driving record that meets agency requirements.
- Ability to pass required background checks and drug test.

How to Apply

Submit your résumé to Lisa Norton, Human Resource Director.

Only candidates selected for further consideration will be contacted. Meeting the minimum requirements does not guarantee an interview. All positions are filled based on the qualifications of the most suitable applicant.