



RECREATIONAL THERAPIST

POSITION SUMMARY

The Recreational Therapist is tasked with helping Newhouse clients restore their physical health and wellbeing. The position works closely with and reports to the Director of Children's Services. The role also requires supporting all other leadership and programming staff and helping key staff understand their roles and responsibilities with client wellbeing.

All Newhouse team members must be able to adapt to a continually evolving environment and thrive in an autonomous and deadline-oriented workplace.

Starting Salary: \$24/hr +

Fulltime employees are eligible to receive health and vision benefits, 401(k) (following a qualifying period), and a generous PTO package.

PRINCIPAL ACCOUNTABILITIES

Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions:

- Design and implementation various and diverse therapeutic recreational activities for all Newhouse clients (children and adults).
- Schedule classes, facility reservation, and transportation as necessary.
- Evaluate assigned programs including surveys to clients and staff regarding programs.
- Partner with treatment teams to assess and encourage participation of all clients.
- Communicate changes in client's condition, objectives or treatment to care team.
- Ensure timely documentation of interventions and ensure interventions are based on the client's treatment plan.
- Assist in resolving concerns and complaints from participants and staff.
- Establish and keep open lines of communication with clients, other staff, and community partnerships.
- Research available grants, sponsors, fundraisers, etc. to reduce costs for recreation programs and work with Development team on proposals
- Establish and maintain partnerships with community based organizations, public agencies, local universities, city agencies, and other collaborators.
- Provides clinical supervision for recreational therapy assistants, recreational therapy aides, student interns and field placement students who are completing field placements and internships as a degree and credentials requirement and assures that National Council for Therapeutic Recreation Certification (NCTRC) requirements for field placements are met.
- Perform other duties as assigned.

EXPERIENCE, ABILITIES + QUALIFICATIONS

- Comfortable in a high performing, fast-paced and quickly growing organization; demonstrated ability to achieve high performance goals, meet deadlines and adapt to changing circumstances.
- Dedicated to the details and masterful at multi-tasking. Ability to organize and prioritize tasks in order to meet deadlines.
- Proven ability to use outstanding interpersonal, political navigation, and communication skills to build strong relationships and negotiate challenging situations. Excellent written and verbal communication skills. Effective at getting people on the same page.
- Proven history of self-directed work to improve processes and procedures and excellent understanding of business processes and operations.
- Must possess executive maturity, sound judgment and a professional appearance.
- Strong strategic and analytical skills.
- Integrity, honesty and high ethical standards.
- Keen interpersonal skills, being sensitive to our Trauma Informed Care and Inclusive Culture of Belonging models.
- Alignment and adherence to the Newhouse mission, vision, and principles.

KEY SUCCESS MEASURES

<p>Flexibility + Adaptability</p>	<p>Open to new ideas, processes, and ways to get work accomplished. Demonstrates resourcefulness to solve problems and meet goals. Can effectively respond and adapt to new people, responsibilities, and environments. Professionally navigates unanticipated obstacles. Works effectively under pressure and casts a calming influence on others.</p>
<p>Culture of Teamwork + Collaboration</p>	<p>Leverages the diverse voices, skills and experiences of the team to advance the mission. Promotes an exchange of ideas. Motivates and unites team members through positive encouragement and honest feedback. Works cooperatively with others even when varying opinions are present. Trusted to take problems to the source and not participate in gossip or divisive behaviors. Offers assistance to colleagues when help is needed and asks for help when needed.</p>
<p>Communication</p>	<p>Expresses views both verbally and in writing that are clear and concise. Uses the appropriate medium to share information and understands proper email etiquette. Maintains a high degree of self-awareness around tone and body language. Actively listens, doesn't interrupt, and practices empathy. Exudes confidence in a friendly and approachable manner. Is succinct in communications, recognizing time is a valuable resource for all.</p>
<p>Boundaries + Self Care</p>	<p>Exhibits a survivor-centric approach to our mission, while maintaining appropriate boundaries with residents, staff, volunteers, and community partners. Actively practices self-care by preserving work/life boundaries and seeks assistance/support when feeling overwhelmed.</p>
<p>Inclusive Culture of Belonging</p>	<p>Models "being you is your superpower." Values and respects those we serve and each other. Creates space to address and celebrate our shared humanity and builds a bridge to a greater level of empathy. Sees other's unique contributions, connects with coworkers, residents and volunteers. Supports others in their daily work and advancement and shows pride in the organization's values and purpose.</p>

Commitment to Excellence + Integrity	Demonstrates an ambitious commitment to accuracy, thoroughness, and leveraging of best practices. Holds self and others accountable to commitments and goals. Takes responsibility and generates trust. Acts with honesty and owns mistakes. Documents work as needed and in a timely fashion. Works effectively under pressure and approaching deadlines. Strives to learn and apply new things to advance our work. Actively seeks opportunities to improve self. Willingly shares competencies with others.
Decision Making + Problem Solving	Resourceful, evaluates options, is able to anticipate next steps, and knows when to be independently versus collaboratively decisive. Does not get stuck in analysis paralysis and seeks support from team members when needed. Diligently thinks through problems and takes into consideration the potential positive and/or negative impacts to our residents, team, reputation, financial resources, and commitment to excellence when making decisions.
Creativity Innovation +	Understands innovation is the cornerstone to growth and longevity. Breaks the mold of the status quo with outside the box thinking to improve processes and service delivery. Is not afraid to take calculated risks and learn from mistakes. Balances creative thinking with practical application, modeling Newhouse's goal to be an industry Trailblazer.
Relationship Management	Uses appropriate interpersonal styles and communication methods to work effectively with co-workers, residents, community partners, and volunteers. Builds networks and alliances to obtain cooperation. Is even-tempered and keeps control of his/her emotions and behaviors, even in high-pressure situations. Understands the environment at Newhouse is one of healing and recovery. Practices trauma informed care in all areas of work.
Confidentiality	Properly maintains the privacy of our location and all clients' personal information. Readily adapts to new procedures to ensure confidentiality is maintained.
Coaching Mentoring +	Inspires, motivates and guides others to action. Creates a sense of job ownership by providing clear expectations, feedback, mentoring, and training to help individuals grow and thrive. Makes time to coach employees and improve their work performance. Actively seeks feedback from staff with an openness to hear opportunities for improvement.
Financial Management	Manages and monitors budget effectively. Identifies cost-effective approaches to business operations without sacrificing quality. Understands key financial indicators tied to organizational success. Follows financial policies.
Team Leadership	Communicates the vision and objectives of the organization and workgroup through all activities and behaviors; encourages and supports individuals and teams through periods of change; motivates individuals and teams to achieve high levels of performance; creates an environment where people are empowered and encouraged to innovate and work as a team.

WORK CONDITIONS

Work conditions are typical of those in an office setting. There may be extending periods of sitting, standing, walking up and down stairs and/or traveling on the elevator. Staff may be subject to noises such as others speaking or children playing, given the shelter's communal living structure. There are times the shelter must go into privacy mode for the privacy or safety of staff/residents. The intercom system is used to communicate these needs.

EDUCATIONAL REQUIREMENTS

Must be Certified Therapeutic Recreation Specialist (CTRS) meet the education, supervised clinical experience, and other requirements, including practice in accordance with professional standards of practice and codes of ethics, of the National Council for Therapeutic Recreation. Minimum of two years' relevant experience in a supporting role.

Work schedule is typically M-F. Work schedule and hours may vary; evenings and weekends may be required for special projects. Newhouse provides a flexible and virtual work environment to the extent that it does not interfere with meeting the needs of our clients and residents.

AT WILL EMPLOYMENT

There is no minimum period of employment guaranteed or implied by acceptance of an employment offer. It is the policy of Newhouse that employment is at will, which means that employment is for no specific term and that employment may be terminated by the employee or Newhouse at any time without cause.

EQUAL OPPORTUNITY + AFFIRMATIVE ACTION EMPLOYER

Newhouse is an equal opportunity and affirmative action employer. We celebrate diversity and know that in serving a diverse population and employing a diverse team, we position our organization and community to thrive. We promote diversity of thought, culture and background and are committed to a work environment of belonging that gives voice to, supports, inspires and respects all individuals.

Employment at Newhouse is solely based on a person's aptitude, qualifications and professional competence. We do not discriminate on the basis of race, color, ancestry, national origin, religion or religious creed, mental or physical disability, medical condition, genetic information, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, gender identity, gender expression, age, marital status, military or veteran status, citizenship, or other characteristics protected by state or federal law or local ordinance.

TO APPLY

Send your resume and cover letter to apps@newhousekc.org

Note: This position description is not intended to be all-inclusive. You may be required to perform other related duties within your skill set as negotiated and/or directed to meet the ongoing needs of your department and the organization.