

JOB DESCRIPTION

William J. Gould Associates, Inc
Residential Advisor – Grade 7

Join a caring and supportive team as a Residential Advisor (RA) at Gould Farm. A Residential Advisor is responsible to support and facilitate an environment that creates a safe and fulfilling sense of home for our residents that fosters and supports recovery goals. As part of this role, RA's assist residents with medication administration and crisis intervention; daily life activities and emotional support; encourage residents to participate in work, group and social activities; and support a living space that is safe, clean and comfortable.

Each RA has an area of focus within the role. This position is primarily dedicated to covering our Nursing Office and medication administration. This is a vital role in the heart and hub of Gould Farm's treatment program. Guests come to the Nursing Office to take their medications, to ask questions, and to seek support; or just to grab a bandaid.

Residential Advisors at Gould Farm are integral members of the treatment team. Must be willing to promote the values and spirit of Gould Farm, to actively participate as a member of the community and to continuously seek ways to improve, both self and function.

Responsibilities include but are not limited to:

- Observe and accurately record medication administration for all guests;
- Administer basic first aid as needed;
- Assist with administrative tasks in the Nursing Office, including answering phones;
- Facilitate an open, trusting and cooperative environment offering individual coaching, support, encouragement and challenge to guests re: skills in emotional regulation, symptom management, social and community engagement;
- Provide crisis intervention support as required;
- Drive Guests to appointments and activities;
- Provide support in the Guest Residences including daily life activities (ADL's) like wake-ups, personal hygiene, laundry and cleanliness of rooms;
- Assist in planning and leading guest activities and community-wide social and recreational activities and events;
- Provide orientation and welcome for new Guest arrivals;
- Support treatment plans for Guests with particular focus on ADLs;
- Attend staff and team meetings.

Qualifications: This position requires residency at the Farm as a condition of employment (living at Gould Farm in employer provided housing). Should suitable housing not be available at the time of hire, agreement to moving to the Farm as soon as suitable housing is available is a contingency of employment.

B.A. or commensurate experience in related human service fields. Should be comfortable working with adults with mental health challenges in a person-centered, recovery-based setting rooted in a culture of kindness and respect. We are looking for people who are responsible, engaging, hardworking, and who are good at forming positive relationships with healthy boundaries. Ability to communicate effectively and work as part of a multidisciplinary team. Excellent administrative skills and proficiency in the Google Workspace environment (Gmail, Google Docs, Google Sheets, Google Calendar). Medication Administration training and certification will be provided, and certification will be required. Must be willing to work evenings, weekend and holiday shifts.

Excellent opportunity for anyone who:

- Is interested in pursuing a career in the field of mental health
- Is interested in alternative treatment models for mental health
- Is interested in being part of a community where staff and volunteers live and work, share meals, and engage in meaningful community activities together
- Is interested in learning more about the medications used in mental health treatment
- Is interested in having a meaningful impact in the lives of our Guests

Gould Farm is an equal opportunity employer; the organization offers employment, advancement opportunities and benefits without regard to race, color, gender, gender identity and/or expression, sexual orientation, pregnancy, religion, marital status, parental status, physical or mental ability, mental health, age, veteran status, ancestry, national or ethnic origin, genetics, political beliefs, and any other basis prohibited by applicable state, federal, or local laws. Candidates who can contribute to Gould Farm's commitment to diversity are encouraged to apply.

Compensation: Starts at \$17 per hour, with a great benefits package including medical/dental insurance (employer pays 85% of premiums and up to 100% of deductible), life insurance, generous Paid Time Off (PTO includes 5 weeks of vacation and holidays the first two years and 6 weeks thereafter), generous sick time accrual, 401K, low cost on campus housing including utilities, generous food benefit including prepared meals 3X a day and access to basic pantry items and Farm made products.

**Interested candidates should submit a Resume and Cover Letter to
Human Resources at hr@gouldfarm.org.**