



Compass Guide **(Program staff for our teen DBT residential treatment program, The Farmhouse)**

Compass Behavioral Health, California

- California's First DBT-Linehan Board of Certification, Certified Program™
- Duke University Research Performance Site
- Columbia School of Social Work: Selected Practicum Training Site
- UCI School of Medicine Child & Adolescent Psychiatry Fellowship: Required Didactic Rotation in DBT

The Role

Imagine starting your days with a sense of purpose and the knowledge that you can forever change the direction of a young person's life. Now imagine being empowered to do this important work at a premier training site thriving at the intersection of leading-edge research. Imagine being supported by a tight-knit team working to deliver the gold standard in treatment for teen depression and anxiety. Imagine making your mark at a beautiful new residential treatment facility where you're empowered to do what you do best.

Compass Behavioral Health is looking for you: a full-time **Program Guide** for our new residential treatment facility, The Farmhouse.

The Mission

We are Compass Behavioral Health; we do one thing and we do it with excellence. We treat depression and anxiety in teens. Guided by science. Driven by heart. And born of a simple belief: Every human being deserves to live a life with purpose, belonging and a sense of mastery. Like the symbolic compass that is our namesake, we exist to help you "Find Your Why. Find Your How. Find Your Way." As one of our Program Guides, you'll play an integral part in that mission.

The Details

You are an Emotion Regulation Coach, a Case Manager, and a Research Assistant all rolled into one ideal training opportunity. You are the hands and feet, heart, and soul of the program.

- From waking the residents and coaching them in personal hygiene,
- to leading them in morning mindfulness and daily goal setting,
- to providing tutoring support through classroom instruction time,

- to co-facilitating DBT, CBT, and ACT groups alongside a team of highly trained and accomplished clinicians,
- to providing support and participating in culinary lab and daily group fitness fun,
- to finally, ending the day with teaching and practicing sleep hygiene and anti-anxiety skills
- you will be teaching and coaching whole body wellness.

Hourly

\$22-24 Full-Time with Benefits

- All new Guides start \$22 at the beginning of their externship, which includes weekly individual and group clinical supervision
- Guides move to \$23 at the halfway point through their externship, 12 months in to training
- At the completion of their 24-month DBT Training Externship, bachelor's level clinicians are invited to stay on at a rate of \$24
- Compass has facilitated practicum site credentialing for Guides who are currently in graduate counseling programs
- Compass practicum students are encouraged to apply for our Clinical Team at graduation and are highly competitive candidates at the completion of their 24 month DBT Training Externship

Shifts

We are internationally recognized Certified DBT Program and are hiring for:

- **Per Diem Day & Overnight Shifts**
- Per Diem: Day Tuesday Shift
- Shifts are 12 hours plus 4 remote hours for supervision and training

Benefits

- Full Medical/Dental/Vision
- Employer Sponsored 401K matching
- PTO
- Professional development assistance
- Our team highly values playfulness, cohesiveness, and life balance!

This position is a Paid DBT Comprehensive Training Externship for Pre-Masters & Masters Level Graduate Students:

- Your comprehensive training in DBT will be overseen by DBT-LBC Certified Clinicians™ who are both calibrated DBT Adherence Coders through University of Washington, and DBT Adherence Coders for DBT-Linehan Board of Certification™
- Your Clinical Director received his DBT Intensive training at Yale School of Medicine, and Harbor-UCLA Medical Center, and has published work on the impact of Mindfulness in Therapy Efficacy. Additionally, he was research staff on the largest randomized control study evaluating DBT efficacy for suicidal teens, under primary investigator Dr. Marsha Linehan.
- Your mindfulness training will be overseen by the Executive Director, who was a Zen student of Roshi Dr. Marsha Linehan, the treatment developer of DBT.
- Your Medical Director is trained in Nutritional Psychiatry and Fitness and will be overseeing a holistic approach to treatment, including training of your own “PLEASE

skills”

- Due to the intensive training nature of the position, we are asking for a 24-month commitment.

Qualifications

- Prior experience as program staff at a teen residential treatment program and/or as an ABA therapist
- Bachelor's in psychology or related field preferred
- Valid CA Driver's License
- Requirements to pass a criminal background check, child abuse registry check, and drug test

What Makes a Good Compass Culture Fit?

- Integrity and trustworthiness
- Compassionate and validating stance towards team members and clients
- Humility and the ability to both give and receive difficult feedback in a compassionate framework
- High degree of self-awareness, the ability to self-reflect, with a strong growth mindset
- Strong emotion regulation skills, with the ability to practice equanimity
- The ability to practice mindful self-compassion when encountering mistakes or distressing emotions
- The willingness and follow-through to practice all emotion regulation skills you teach in your own life

Location

- Compass Behavioral Health is in Tustin, California, in the beautiful heart of Orange County.
- The Farmhouse, our new residential treatment facility, is a serene and therapeutic backdrop for teaching and practicing culinary mastery.
- Amenities in our half-acre compound include a chef's kitchen, full outdoor kitchen with wood-burning pizza oven, outdoor living areas, organic garden, greenhouse, and is home to over 30 fruit trees throughout the grounds. The half-acre compound consists of 3 buildings including a full fitness gym with state-of-the-art equipment, infrared sauna, bocci ball court, and sport court, swimming pool and jacuzzi.

Why You'll Never Want to Leave

As a Compass Guide, you'll have the opportunity to make an impact in countless lives by teaching teens how to find their why, find their how, and find their way.

And you'll do it all among a supportive family of Compass colleagues who elevate one another, celebrate one another, and are even known to kick back together with some fun and games after work.

Compass is an employee-owned company. Annual end of the year profits gets distributed back into livable wages, responsible benefits, and profit-sharing.

What Your Future Teammates Are Saying

Real Quotes from real members of the Compass family. For more, please explore our company reviews:

<https://www.indeed.com/cmp/Compass-Behavioral-Health-2/reviews>

"A Place to grow your talents"

"My dream job"

"A Unicorn of an Employer"

"I feel like I have a family and a sense of purpose"

"Compass, a loving place."

"A tight-knit family committed to doing life together"

"Working at Compass has significantly increased my quality of life as I've been able to engage in value-based action. A core value of mine since my intensive training in 2014 was to one day be a LBC-DBT Certified Clinician and as promised, I was able to be certified in 12 months. I have never worked for an employer that cares so much about my values, quality of life, and who has invested in me as a Clinician and in my future (i.e. working with students, being able to train the community in providing DBT, providing accessible and affordable adherent DBT to the community). My strengths are valued and appreciated, and I've never once questioned that."
Marissa Colangelo, LCSW DBT-Linehan Board of Certification, Certified Clinician™

We are a Diversity Embracing Employer

At Compass Behavioral Health, we don't just accept difference – we celebrate it, we support it, and we thrive on it for the benefit of our employees, our clients, and our community. Compass is proud to be an equal opportunity workplace and is an affirmative action employer.

It is the policy of Compass Behavioral Health to affirmatively provide equal opportunity to all qualified applicants for employment and existing employees without regard to their race, religion, color, national origin, sex, age, ancestry, protected veteran status, disability, sexual orientation, gender orientation or any other basis that would be in violation of any applicable

law or regulation. Compass Behavioral Health does conduct pre-employment drug screening, and any offer of employment is contingent upon satisfactory results of the screening.