

Job Opportunity: Psychiatric Care Aide – Direct Care Staff

Facility: MonteVera Pearl Residence (Enhanced Services Facility)

Location: Tacoma, Washington

Position Type: Full-Time / Part-Time / On-Call

Shift Availability: Day | Evening | Overnight | On call

Wage Range: Competitive hourly rate (DOE)

Reports To: RN Nurse Manager / Nurse Administrator

About MonteVera Pearl Residence

MonteVera Pearl Residence is a 16-bed **Enhanced Services Facility (ESF)** based in Tacoma, WA, providing specialized residential behavioral health care to adults transitioning from psychiatric hospitals to community-based living. Our care is guided by the principles of **restorative nursing** and **community health nursing**, focusing on empowerment, stabilization, and reintegration into the community.

Position Summary

MonteVera Pearl Residence is seeking **compassionate, dependable, and trauma-informed Psychiatric Care Aides** to serve as **Direct Care Staff** in our Enhanced Services Facility. Psychiatric Care Aides provide 24/7 support to residents with serious and persistent mental illness, ensuring safety, structure, and daily engagement. This role is ideal for professionals committed to person-centered recovery in a supportive, residential setting.

Key Responsibilities**Resident Support & Daily Living Assistance**

- Provide hands-on assistance with **activities of daily living (ADLs)** including bathing, grooming, toileting, dressing, ambulation, and meals, as needed.
- Support residents in following daily routines, including wake-up, medication schedules, meals, activities, and bedtime preparation.
- Assist residents in managing symptoms of mental illness with empathy, consistency, and professionalism.
- Monitor and report changes in mood, behavior, physical health, or risk indicators to the nurse or supervisor.

Behavioral Health & Safety Monitoring

- Utilize **de-escalation techniques** and trauma-informed approaches during behavioral health crises.
- Respond to aggressive, self-harm, or elopement behaviors according to established **behavioral support and crisis prevention plans**.
- Perform regular **safety checks, hourly census checks**, and ensure a structured, safe environment in accordance with WAC 388-107.

Programming & Community Integration

- Engage residents in structured activities, recreational programming, life skills coaching, and social opportunities.
- Support residents during facility outings and community-based activities.

- Encourage independence and self-determination while supporting the goals in each resident's **Individualized Service Plan (ISP)**.

Documentation & Communication

- Accurately document daily progress notes, incident reports, and behavioral observations.
- Participate in shift hand-offs, staff meetings, and trainings.
- Maintain confidentiality and uphold resident rights at all times.

Minimum Qualifications

Required:

- High School Diploma or GED.
- 18 years of age or older.
- One (1) year of experience working with individuals with **behavioral health conditions**, intellectual disabilities, or in a residential long term care facility.
- Ability to complete and maintain all required training under **WAC 388-112** and pass a **DSHS background check**.
- Ability to lift 50 lbs, respond to emergency situations, and perform physical caregiving tasks.
- Strong interpersonal communication and observation skills.
- Compassionate, reliable, and committed to recovery-based care.

Preferred:

- Completion of **Nurse Delegation Core Training** and **Diabetes Delegation Training**.
- CPI, NCI, or similar **crisis intervention certification**.
- Familiarity with **WAC 388-107** (Enhanced Services Facility regulations).
- Experience in psychiatric or forensic residential settings.
- CPR/First Aid Certification (or ability to obtain upon hire).

Benefits

- Competitive hourly wage
- Medical, Dental, and Vision insurance
- Paid Sick Leave and Vacation
- Paid Holidays
- Ongoing staff development and education
- Supportive and mission-driven work environment
- Opportunities for advancement and mentorship

How to Apply

Please submit your **resume and brief cover letter** to:

Email: careers@monteverapearl.com

Subject Line: Psychiatric Care Aide Application – [Your Name]

Or apply in person at our Open House: (Check Our Website For Details)

MonteVera Pearl Residence

815 S Pearl St

Tacoma, WA 98465

MonteVera Pearl Residence is an Equal Opportunity Employer.

We are committed to a diverse, inclusive workplace and welcome applicants of all backgrounds and lived experiences.