



Ibukun Comprehensive Community Services, Inc.

Position Title: Residential Trainer (RT)

Status: Full-Time Employee

Reports To: Program Director

Locations: 6752 S. Perry Ave, Chicago, IL 60621 and 9321 S. Throop, Chicago, IL 60620

Effective Date: February 10, 2026

Position Summary

The Residential Trainer (RT) is responsible for planning and coordinating all staff training, professional development, and competency-building initiatives across the agency's residential programs. This individual will serve as the primary training authority for the organization, ensuring that all staff receive high-quality, trauma-informed, culturally responsive, and compliance-aligned instruction.

The Residential Trainer will obtain and maintain all required **Train-the-Trainer certifications**, deliver training across **all three shifts**, and conduct ongoing observations to assess staff performance, identify individual learning needs, and support continuous improvement. This role is essential to maintaining resident safety, regulatory compliance, and a strong therapeutic culture.

Key Responsibilities

Training & Certification

- Deliver and maintain certification as a trainer in:
 - Crisis Prevention Intervention (CPI)
 - First Aid/CPR
 - Think Trauma
 - Universal Precautions
 - LGBTQ+ Competency
 - YIC Behavior Treatment Plans
 - New Employee Orientation
 - Cultural Competence and Cultural Humility
 - Other therapeutic, clinical, or compliance-required trainings
- Attend all required Train-the-Trainer courses and maintain active credentials.
- Develop and update training curricula to align with Medicaid, DCFS, and agency standards.
- Facilitate training for **all three shifts**, including evenings and weekends as needed.

Staff Development & Performance Support

- Observe staff in the milieu to assess:
 - Trauma-informed practice
 - Cultural responsiveness
 - Crisis intervention skills
 - Implementation of Behavior Treatment Plans
 - Communication, boundaries, and professionalism
- Provide individualized coaching and follow-up training based on observed needs.
- Support staff retreats, team-building activities, and agency-wide development initiatives.

Compliance & Quality Assurance

- Ensure all staff meet training requirements mandated by licensing bodies, Medicaid, DCFS, and internal policy.
- Maintain accurate, audit-ready training records and documentation.
- Collaborate with leadership and CQI to identify training gaps and implement corrective strategies.
- Participate in program reviews, audits, and quality improvement initiatives.

Qualifications

- **Bachelor Degree Preferred or equivalent experience**
- **Residential treatment experience required**
- Strong interpersonal, communication, and facilitation skills.
- Ability to work flexible hours to meet the needs of all shifts.
- Commitment to trauma-informed care, cultural humility, and youth-guided practice.
- Ability to maintain professionalism, clarity, and calm in high-stress situations.

Work Schedule & Compensation

- Full-time position with flexible scheduling to accommodate all shifts.
- Salary range: \$53,000 – \$57,000, commensurate with experience and credentials.

About Ibukun Comprehensive Community Services, Inc.

Ibukun is a trauma-informed, culturally responsive residential organization committed to empowering youth, supporting staff, and maintaining the highest standards of care. The Residential Trainer plays a central role in sustaining a safe, therapeutic, and growth-oriented environment for both residents and employees. Ibukun is an at-will employer.

Organizational Commitment

Ibukun Comprehensive Community Services is dedicated to trauma-informed, healing-centered care for youth and families. The Residential Trainer is expected to uphold the agency's values of dignity, respect, accountability, and cultural responsiveness in all interactions with youth, staff, and external partners.

Equal Opportunity Statement

Ibukun Comprehensive Community Services is an equal opportunity employer and contractor partner. Ibukun is an at will employer.