

Nikolai Bradley

Youth Services Supervisor III

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📍 Aurora, CO 80012

STRENGTHS

- ♥️ **Calm Crisis Direction**
During behavioral emergencies, used verbal de escalation and clear protocols, helping staff regain focus and youth regain stability.
- 🗣️ **Reflective Coaching**
Monthly supervision turned difficult moments into practical coaching conversations, giving staff clearer boundaries and stronger follow through.
- 📄 **Factual Documentation**
Record reviews caught gaps in incident and safety notes, supporting reliable handoffs and greater confidence among care partners.
- ♥️ **Youth Rapport**
One to one conversations helped trauma affected adolescents engage with routines, groups, and achievable behavior goals.
- 🔒 **Secure Operations**
Post assignments, counts, searches, movement, and programming stayed connected, keeping each shift orderly and youth focused.

SKILLS

Staff Supervision

Crisis Intervention

Verbal De escalation

Trauma Informed Care

Reflective Supervision

Field Training PREA Compliance

Mandatory Reporting

Emergency Response Youth Rights

Due Process

Behavior Management

Shift Operations

SUMMARY

Youth services supervisor with eight years supporting secure residential care, juvenile justice operations, trauma responsive programming, crisis intervention, and direct care staff leadership. Progressed from youth mentor and care specialist into shift supervision, coordinating staffing, post assignments, admissions, releases, counts, searches, movement, structured programming, emergency response, and factual records for adolescents with complex behavioral and trauma histories. Leads Reflective Supervision, **Field Training Officer** development, coaching, evaluations, performance documentation, verbal de escalation, **Safe Correctional Practices**, Trauma Informed Care, psychoeducational groups, **Restorative Community Justice**, PREA compliance, mandatory reporting, and **critical incident response**. Balances security, youth rights, due process, professional boundaries, and positive development through calm direction and respectful engagement. Prepared to contribute dependable shift leadership, clear documentation, and safe, consistent residential operations.

EXPERIENCE

Youth Services Shift Supervisor, Secure Residential Care

Canyon View Youth Residential Services 📅 July 2023 - Present 📍 Aurora, CO

Leads secure residential shift operations for adolescents, supervising direct care staff, staffing posts, coordinating programming, and reviewing safety documentation. Provides coaching, crisis direction, and operational oversight across daily care, emergency response, and compliance activities.

- Assigned posts and monitored staff coverage during structured programming, maintaining safe residential **shift operations**.
- Conducted **Reflective Supervision** and floor **coaching**, improving staff practice around boundaries and crisis readiness.
- Directed **verbal de escalation** during behavioral emergencies, followed protocols, and led timely debriefs.
- Oversaw **admissions**, releases, movement, counts, searches, recreation, meals, education, medical follow up, and groups.
- Reviewed incident, suicide precaution, seclusion, medication transfer, and unit records for factual completeness.
- Coached staff on PREA, **mandatory reporting**, behavior expectations, early intervention, and youth rapport.

Senior Youth Services Specialist, Secure Youth Care

Mountain Path Adolescent Center 📅 May 2021 - June 2023 📍 Lakewood, CO

Coordinated daily priorities for detained and court involved youth, supporting secure routines, structured groups, field training, emergency drills, restorative interventions, and multidisciplinary communication.

- Coordinated shift priorities for detained youth, preserving security, routines, and trauma informed engagement.
- Facilitated psychoeducational and **problem solving groups** focused on regulation, accountability, communication, and participation.
- Used **motivational techniques** and **verbal de escalation** during conflicts, prompting clinical notification when risk changed.
- Supported field training for **searches**, counts, movement, incident response, boundaries, and **factual documentation**.
- Monitored growth plans and restorative interventions, recording progress during multidisciplinary handoffs.
- Performed emergency **drills** and direct security functions during medical events, disruptions, and behavioral crises.

Youth Care Specialist, Behavioral Youth Residence

Foothills Behavioral Youth Residence 📅 March 2019 - April 2021 📍 Thornton, CO

Psychoeducational Groups

Safe Correctional Practices

LANGUAGES

English Native

Spanish Beginner

MY CAREER



● Youth Services Shift Supervisor, Secure Residential Care at Canyon View Youth Residential Services (3.2 Years)

● Senior Youth Services Specialist, Secure Youth Care at Mountain Path Adolescent Center (2.1 Years)

● Youth Care Specialist, Behavioral Youth Residence at Foothills Behavioral Youth Residence (2.1 Years)

● Youth Mentor, Adolescent Support at High Plains Youth Support Program (8 Months)

Provided direct care for adolescents in a behavioral residence, supporting treatment routines, education, recreation, safety monitoring, crisis prevention, rights education, and coordination with clinical and family partners.

- Provided direct supervision during treatment, **education, recreation**, meals, and structured daily routines.
- Built **one to one rapport** with trauma affected youth through clear expectations and strength based communication.
- Completed shift logs, observations, safety checks, medication handoffs, and incident narratives for care planning.
- Applied crisis prevention and de escalation during aggressive or self harm related behavior with clinical notification.
- Explained **youth rights**, grievance processes, routines, and behavioral expectations using developmentally appropriate language.
- Coordinated with educators, clinicians, families, and transportation staff around appointments, school, and transitions.

Youth Mentor, Adolescent Support

High Plains Youth Support Program 📅 June 2018 - February 2019 📍 Denver, CO

Provided supervised mentoring for adolescents receiving behavioral and juvenile justice support, leading skills activities, documenting progress, escalating safety concerns, and coordinating structured community transitions.

- Provided structured mentoring for adolescents referred for behavioral and **juvenile justice** support.
- Led supervised skills activities covering communication, problem solving, conflict management, and goal setting.
- Documented attendance, behavioral observations, goal progress, and safety concerns in concise factual notes.
- Used **motivational techniques** to engage reluctant participants and reinforce achievable community goals.
- Reported suspected abuse, self harm concerns, and behavioral changes through established safety procedures.
- Coordinated activity transitions and community outings under established supervision plans.

PROJECTS

Trauma Responsive Shift Practice 📅 2026

Supported a practical shift practice initiative connecting Reflective Supervision, verbal de escalation, staff coaching, and consistent documentation for safer youth care.

Restorative Youth Skills Groups 📅 2024

Facilitated structured groups connecting accountability, communication, problem solving, and community participation with daily behavior support.

LEADERSHIP & AWARDS

- Selected as a trusted shift coach for staff development, crisis readiness, and factual documentation review.
- Recognized by multidisciplinary partners for calm crisis direction and respectful engagement with trauma affected youth.
- Advanced through progressive youth services roles into secure residential shift supervision.

EDUCATION

Bachelor's Degree in Criminal Justice

Metropolitan State University of Denver 🎓 GPA: 3.5 📅 2018 📍 Denver, CO

Coursework: Juvenile justice, behavioral health, crisis intervention, restorative justice

CERTIFICATIONS

- Crisis Prevention and De escalation Training 📅 2026
- First Aid, CPR, and AED 📅 2026

- Trauma Informed Care Certificate 📅 2025
- Valid Unrestricted Colorado Driver's License 📅 2026

TECHNICAL SKILLS

- **Residential Security:** Counts, searches, inspections
- **Youth Movement:** Admissions, releases, transportation
- **Staff Development:** Field Training Officer, onboarding, orientation
- **Performance Management:** Evaluations, coaching, documentation
- **Crisis Response:** De escalation, drills, debriefs
- **Youth Programming:** Psychoeducational groups, recreation, vocational skills
- **Trauma Care:** Trauma Informed Care, motivational techniques, rapport
- **Compliance Practices:** PREA, mandatory reporting, professional boundaries
- **Documentation Systems:** TRAILS, hard copy files, shift logs
- **Safety Monitoring:** Suicide Precaution Monitoring, Medical Watch, Seclusion

PROFESSIONAL AFFILIATIONS

- Juvenile justice and secure residential youth services professional community participant.
- Behavioral health and trauma responsive youth care learning network participant.

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST