



## Cultural Fit

### **WHO WE SEEK TO JOIN OUR TEAM**

The type of person most likely to excel at Domus is nice, smart, committed to our core values, and adaptable. We seek people who value and enjoy teamwork and collaboration. Domus is a welcoming and friendly place that encourages staff to become familiar and comfortable working with one another, with the end goal of effective teamwork and more collaboration.

### **PROFESSIONAL GROWTH, OPPORTUNITIES, AND RECOGNITION**

Domus values approachable leaders who are more team players than remote managers. These leaders take seriously the development of employees they supervise. Employees who work hard, put in extra effort, and live up to the expectations of their position are rewarded and recognized. Domus seeks to retain competent team members who are open to direct feedback and accept this guidance without being defensive. Employees not living up to Domus' expectations are identified early and given opportunities to improve under a director's coaching and guidance. Weekly or biweekly supervision meetings keep a supervisor and employee connected and working towards mutual goals. Domus continually provides employees opportunities to develop and improve from wherever they start. There is no place for employees who are unwilling to grow. Because our employees work hard and strive for excellence, we regularly take the time to recognize their achievements and dedication with fun social events.

### **WORK STYLE AND COMMUNICATION**

Domus values teamwork, collaboration, and cooperation. We favor a democratic, round-table, discussion-based style of work. Domus embraces the idea of staff/team meetings, organization-wide meetings, and so on. As with the nature of a large organization, this face-to-face discussion time is not always possible. We rely heavily on email communication and phone calls. We expect emails and calls to be answered/returned promptly whenever possible.

Because not all programs are located at our main site on Lockwood Avenue, it's important to bring these programs together so employees can see the big picture of the organization and its various parts. We endeavor to start and end all meetings on time in order to respect everyone's schedule and honor the time each person has carved out.

### **WORK HOURS AND COMMITMENT TO WORK**

At Domus, there is always more work to be done, no matter how much time an employee is putting in. Thus, we must employ enthusiastic, hard-working individuals for this often emotionally draining and sometimes physically demanding work. As a trauma-informed organization, we also know employees must take care of themselves, not just the youth we serve, so they remain healthy and able to give 100% while on the job.

Between all our programs, Domus is staffed 24 hours a day, 365 days a year. An employee's schedule is specific to his/her program, position, and responsibilities of a program or department. Employees sometimes need to travel to the different programs, some of which are based in New Haven and Bridgeport.

Domus has heavily invested in trained existing employees in the tenants of the Sanctuary Model of trauma-informed care and the Domus way of doing things. It is no easy task to get a large organization on the same page, so we strive to retain these employees. Many senior leaders have a long tenure here. With 5, 10, 15, or more years of service, these leaders know their own program/sector/department as well as other parts of Domus and are thus in an excellent position to recruit new employees. Additionally, our employees know the passion and



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commitment required to excel at Domus, meaning they can identify candidates who embody these values and are ready for the demanding work we do.

### **RELATIONSHIPS**

As a result of the recruitment efforts of our employees, there are many formal and informal relationships (which precede working here or develop through our intense and intimate work together) between employees at all levels. New employees should realize these relationships strengthen our teams but also present a challenge to someone who does not realize the extent of the connectedness. New employees never know who a new colleague is associated with, and it is best to err on the side of caution before having informal conversations about other staff. However, the presence of such relationships shouldn't prevent someone from discussing a professional issue with his/her supervisor, who may be involved in such a relationship. This may be an uncomfortable position for someone to be in, but the job and work comes before any relationship outside the workplace: Honest, open communication is always best.

### **AESTHETICS AND ATMOSPHERE**

We operate in an open-door, collaborative, friendly environment while taking care to protect the confidentiality of youth and employees. Within the organization, we have young employees, and because we work with older youth, we seek to present a professional image that sets these employees apart from youth.