

Job Title: Direct Support Professional (DSP)

FLSA Classification: Non Exempt/Hourly

Reports To: Program Manager

Revised: June 2018

Position Summary:

The Southwest Center, located in Southwest Jefferson County, provides supports to adults with developmental/intellectual disabilities in a variety of community-based services, each of which is geared towards helping our participants to live, work and enjoy life in his or her community. We are seeking applicants for Direct Support Professional (DSP) positions to work in our staffed residential homes, in our adult day training program, at our off-site day training warehouse location, community access, and community living supports where we are out in the community to provide the care, safety, and supervision of the individuals that receive our services.

Qualifications/Requirements:

- Must be at least 18 years of age
- Must have a high school diploma or its equivalent
- Must complete all required training as outlined by DDID regulations, including first aid and CPR certification
- Must be able to read, understand and implement written and oral instructions
- Must pass a criminal background check
- Must pass pre-employment and random drug testing
- Must have a valid driver's license and good driving record
- Must have proof of auto insurance
- We strongly prefer applicants that have professional experience working with adults with developmental/intellectual disabilities

Responsibilities:

- Provide for the care, safety, and supervision of participants with developmental/intellectual disabilities
- Work with participants on reaching their individual goals
- Responsible for implementing behavior plans
- Must always respect the confidentiality, dignity and rights of each person and family
- Perform required documentation (progress notes) on a daily basis
- Must occasionally transport individuals in accordance with company policies

Physical Demands:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the DSP-Residential job.
- Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential job functions.
- The DSP-Residential will frequently be walking, bending, stooping, kneeling, squatting, sitting, reaching overhead, and lifting up to fifty (50) pounds.
- Staff must meet applicable federal, state and/or local health requirements relating to communicable diseases.
- Work is performed in a residential, temperature-controlled indoor environment.

Benefits:

- Competitive pay, starting at \$10/hour, depending on verifiable experience
- All required training is compensated work time
- Full time and part time positions are available
- Full time positions include generous paid time off and holiday pay, plus optional medical, dental, vision, life, disability, IRA
- Day shifts, night shifts, weekdays, weekends