

Job Title: Direct Support Professional (DSP) – Residential

FLSA Classification: Non Exempt/Hourly

Reports To: Residential 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 residential homes to provide the care, safety, and supervision of the individuals that receive our services, based upon each client's individual needs.

Qualifications/Requirements:

- Must be 18 years of age
- Must have a high school diploma or its equivalent
- Must have at least one year of professional experience working with adults with developmental and/or intellectual disabilities
- 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

Responsibilities:

- Provide for the care, safety, and supervision of participants in our residential homes
- 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
- Responsible for transporting individuals on occasion according to 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 hourly pay rates, depending on verifiable experience
- All required training is compensated work time
- Full time positions include generous paid time off and holiday pay, and may enroll in health, dental, vision, disability, life, accident insurance
- Full time and part time positions available, day, night, weekends, weekdays