



PA Job Posting

Posted: 1/9/2017 – Closing Date: Until filled

Job Title: Direct Support Professional

Department: State of Delaware, Southeastern & Central Pennsylvania,
Delaware Day Program Services & Pennsylvania Day Program Services

FLSA Status: Non-Exempt

Salary: Commensurate with education, experience and the availability of Program Funding.

Rates of pay are established based on the program site and the agency's rate of reimbursement. In the event an employee transfers to a program site receiving a lower rate of reimbursement, the employee's salary may be adjusted to reflect both years of experience and compensation for the site. Employees are encouraged to inquire about the starting wage for program sites prior to accepting a full time or part time position at a specific program.

Program Site: Will be discussed once hired.

Qualifications: Minimum qualifications include:

- Computer Skills to input daily notes, communicate via e-mail and participate in on-line learning as required. Professional written and oral communication skills
- Basic math and reading skills. Ability to successfully complete the mandatory New Hire Orientation Program and all Certification Programs as required by the States Of PA and DE.
- Possess a valid driver's license with a good driving record
- Meet essential job functions as outlined in the job description
- Ability to respond during emergencies and physically assist individuals
- Professional interpersonal skills. Experience and willingness to support individuals needing challenging behavioral supports

Summary of Responsibilities:

The Direct Support Professional (DSP) is responsible for assisting Consumers with personal care, daily activities (*both recreational and therapeutic*), household management, nutrition and other needs as defined in the Individual Support Plan(s). Duties of the position include, but are not limited to lifting and other physical activity to support our Consumers. The DSP may also be required to perform office duties, requiring the ability to sit and/or stand for long periods of time. The ability to drive persons served from program sites to community activities is required.

The DSP is responsible for providing quality person-centered services to our individual's. As a direct service staff, the DSP must demonstrate compassion, be able to maintain balance between individual growth / dignity of risk and the support needed to ensure the health, welfare, and safety of individuals served, according to the ISP/ELP. The Community Support Associate is responsible for meeting service expectations of individuals and families, as well as that of funders and licensing entities, under the supervision of the Assistant/Residential Director and Team Leader.

DSPs assigned to any of our Programs will be engaged in providing behavioral supports for individuals living in the community. DSPs are expected to hold the priorities of our Consumers 1st and ensure their safety and well-being throughout the duration of their shift. DSPs are expected to report any incident that compromises the safety and welfare of our Consumers; they are expected to provide support as needed without incident and/or question and work in collaboration with other members of the Support Team to ensure the needs of the people that we support come 1st. The work will be challenging and rewarding while supporting individuals to become a part of the community and accomplishing their goals.

External candidates interested in applying for positions will need to forward a resume and letter of interest to Human Resources at recruit@ciinc.org or call 610-328-9008. Internal applicants (employees) should complete an Internal Transfer Request and forward it to the Human Resources Department. Forms can be located on the web site. Log onto <http://www.communityinteractions.org>. Click on the drop down button titled Employment to access and complete a Transfer Request Form.

Your Life... Your Choice... Our Mission!
We are an Equal Opportunity Employer and participate in the Drug Free Workplace Act