



# Key Independent Development Services LLC

**Job Title: Direct Support Professional (DSP)**

**Job Type: Full-Time, Part-Time**

**Location: Glen Allen, VA**

Are YOU a difference maker who enjoys helping others live their best life? Say yes, and this job is for you!

**Key Independent Development Services (KIDS)** is located in Henrico, Virginia (23294) and our Residential Group Homes are in Glen Allen, Virginia.

We are currently seeking *person-centered* Direct Support Professionals (or Direct Care Aids) familiar with the group home setting to join our team and aid in the lifestyle empowerment of our *adult male clients with intellectual and developmental disabilities (ID/DD)*.

Direct Support Professionals (DSPs) responsible for maintaining a safe, supportive, and therapeutic environment which fosters growth, rehabilitation and facilitates the development of the individual's ability to reach his highest level of independence. The coordination of services includes assistance in daily living skills, providing proper means and nutrition, upkeep of the residence, medication management, mentoring on life skills, behavioral management and transportation for individuals.

**Duties and Responsibilities will include but not be limited to:** Documentation, client medical needs, maintaining the physical environment of the home, physical enrichment and overall holistic lifestyle empowerment, along with individual support and person-centered caregiving, and careful implementation of each individual's Human Rights and Home and Community Based Services policies for those we serve.

## **KIDS Benefits**

Working for Key Independent Development Services (KIDS) has its perks. Employees can select the following benefits: dental, vision, life insurance, disability, LegalShield, performance recognition, team celebrations, and paid time and a half for holidays, along with personal and professional opportunities.

**MINIMUM EDUCATION AND EXPERIENCE:** The employee must have a high school diploma or equivalent degree (GED) and at least one year of experience working individuals with disabilities (ID/DD) or in the human services field (nursing, CNA, rehabilitation services, hospital care). The employee must also have a valid driver's license and acceptable driving record.

**MINIMUM SKILLS, KNOWLEDGE AND ABILITIES:** The employee must have:

- Knowledge of the medical field and terminology which includes working directly with doctors, nurses, therapists, and pharmacists.
- Demonstrates organizational and problem-solving skills.
- Ability to be flexible in schedule and demeanor.
- Completion of Crisis Wave (Behavioral management training), First Aid and CPR, Medication Management, Human Rights/ID Waiver, Emergency Preparedness, OSHA/Infectious Control and Person-Centered Training upon hire.
- Knowledge of DBHDS and DMAS regulatory standards.
- Human Rights regulations and Home and Community Based Services policies (HCBS)

**Performance Standards will include:**

- The employee consistently demonstrates a positive work ethic and commitment to the organization demonstrating leadership and team player qualities.
- The employee successfully ensures all necessary documentation, duties, and tasks are completed daily, according to Key Independent Development Services policies and procedures.
- The employee demonstrates proper medical care for each individual including medication management, medical appointments, and proper documentation and upkeep of medical records.
- The employee thoroughly maintains and cleans the residence according to Key Independent Development Services policies and procedures and regulatory agencies.
- The employee provides support to each individual supervised by implementing their annual plan of support, goals, and objectives.

**Required education:**

High school or equivalent

**Required experience:**

Direct Care: 1 year or equivalent training and experience

Salary: \$10.00 to \$12.00 /hour

Job Types: Full-time, Part-time

Salary: \$20,800.00 to \$24,960.00 /year