



Direct Support Professional/Direct Care Professional/Personal Care Assistant

Day Support DSP

Job Description

Key Independent Development Services (**KIDS**) is in Henrico, Virginia (23294) and our Adult Co-ed Day Support Facility is located in Glen Allen, Virginia (23059).

We are currently seeking **person-centered** behavior specialists and personal care assistants familiar with the educational or Day Support instructional programs to join our team and lead the learning modules of small groups for individuals with developmental disabilities.

Direct Support Professionals (DSPs) are 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/her highest level of independence and effective learning. The coordination of services includes assistance in day support activities and navigation of program, providing proper means and nutrition, learning, 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, leading instruction of activities and learning modules, physical enrichment and overall wholistic lifestyle empowerment, along with individual support and person-centered caregiving.

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.
- Behavior Management training of at least 1 year
- Instructional training or Teaching Assistance Preferred.
- Knowledge of DBHDS and DMAS regulatory standards.

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 everyone 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 everyone supervised by implementing their annual plan of support, goals, and objectives.

Job Type: Part-time or Full - Time

Required education:

- High school or equivalent
- Direct Care: 1 year or equivalent training and experience

Required experience:

Job Types: Full-time, Part-time

Salary: \$\$13 - \$15 hourly

Job Type: Full-time

Salary: \$27,040 to \$31,200/year*

*Additional benefits and total rewards discussed at hire

Application Questions

You have requested that Indeed ask candidates the following questions:

- How many years of caregiving/direct patient care experience do you have?
- How many years of DSP experience do you have?
- How many years of relevant Behavior management and DD experience do you have?
- Have you worked as a special needs teacher/instructor/Assistant or had any instructional experience? How many years?