



ASSOCIATION ON AGING WITH  
DEVELOPMENTAL DISABILITIES

## **AADD Direct Support Professional**

AADD is a non-profit organization in the field of serving adults with developmental disabilities. We are seeking experienced **Direct Support Professionals** to join our growing team, who would be responsible for teaching skills that help people increase independence in the community. This person will be a positive role model, provide outreach, planning, facilitate effective communication, access applicable tools, and support individuals in accessing services (may also involve group activities).

**Job Type: Part-time and/or Full-time**

**Rate of Pay: \$15.23 /hour**

### **Job Requirements :**

- 5 years experience serving individuals with developmental disabilities.
- Bachelor's degree (in Human Services) preferred.
- Previous experience with the Mandt System or other non-violent crisis interventions is preferred.
- Flexible availability.
- Chauffeur's license and proof of insurance.
- **Must have the ability to:**
  - Support individuals in developing communication and social skills while addressing challenging behaviors.
  - Demonstrate good judgment, discretion and confidentiality.
  - Work independently, take initiative, and self-manage.
  - Facilitate a team atmosphere utilizing a person-centered philosophy.
  - Communicate effectively in both written and verbal forms.
  - Apply conflict resolution skills with others involved in the individual's life.
  - Communicate with coworkers and individuals to create your schedule.
  - Complete and submit required documentation in a timely manner.
  - Develop, coordinate and implement goals as outlined in the ISP.
  - Attend and participate in training in-services.
  - Obtain and maintain knowledge and certifications in the areas of safety procedures and general health care to include but not limited to: CPR, First Aid, Universal Precautions, and the Mandt System.
  - Obtain and maintain a valid Chauffeur's License.

### **Essential Functions:**

- Assist individuals to identify and achieve their goals through advocacy, support and teaching.
- Develop positive relationships with individuals.
- Provide people with a variety of experiences to help them enhance and generalize their knowledge and skills.
- Assist individuals with making informed decisions.