



## THE ARC OF CENTRAL ALABAMA JOB POSTING NOTICE

<b>Job Title: Community Direct Support Professional</b>	<b>Job Code:</b>
<b>Department: 39</b>	<b>FLSA Status: Non-Exempt</b>
<b>Reports to: Community Experience Coordinator</b>	
<b>Work Schedule: Monday-Friday, 8:00am-4:30pm (Hours may vary)</b>	

**Job Duties:** Technical/para-professional staff encourage community participation and facilitates cultivation of friendship. Provides guidance and direction on social and judgement issues, health and safety issues in addition to other issues pertaining to activities of daily living and community integration. Facilitates arrangement of transportation to and from community experience outings. Maintains documentation which includes a full description of services rendered. This summary should reflect progress, outcomes, dates services were provided, barriers with implementation, achievements, projected planning goals, and concerns. Attends staff training and meetings as scheduled. Performs other duties as assigned. CDSP will easily diffuse uncomfortable public situations with their ability to articulate inclusive language that would encourage engagement with individuals and their perspective community. This includes, but is not limited to, community members, business owners, store workers/employees, and crowds. CDSP will understand and have the ability to articulate the purpose of community inclusion and seek creative and innovative ways in which to best serve the individuals. CDSP will understand and display creative ways to promote an individual's independence while maintaining their safety at all times. CDSP will possess the ability to foster relationships quickly with both the individuals they serve as well as the community in which they serve. CDSP will maintain a positive attitude with the individuals and all community members, seeking creative ways to help individuals become valued members of their communities. CDSP will possess the ability to easily diffuse conflicted situations as they arise, utilizing excellent interpersonal and conflict resolution skills.

**Knowledge, Skills and Abilities Required:** High school diploma or GED equivalency with demonstrated expertise in working with individuals with intellectual and developmental disabilities. Any equivalent combination of experience and training is acceptable. Excellent written and verbal communication skills and organizational competence required. Reliable transportation and valid Alabama driver's license required and must be insurable by the agency insurance.

**Physical Requirements:** This position requires frequently standing; walking; hand dexterity; reach with hands and arms; climb or balance; stoop; kneel; crouch; or crawl; and talk; or hear. The employee is occasionally required to sit. The employee must frequently lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision and depth perception.

Email resume or application to: [laterri.williams@arcocentralalabama.org](mailto:laterri.williams@arcocentralalabama.org) or complete application and apply in person at 6001 Crestwood Blvd, Birmingham, Al 35212.

**EOE/M/F/Vet/Disabled**