



Families United-Respite

LEA L. MONTGOMERY
Executive Director

JOB DESCRIPTION

POSITION: BEHAVIOR RESPITE WORKER

HOURS: Employment is for part-time to full-time, intermittent work on an “as scheduled” basis. Hours worked may be during the day and/or evenings throughout the week and on weekends. Scheduled appointments may be for short or long stays and can include overnight. Workers must be available to work a minimum of 15 hours per week on average.

REPORTS TO: Program Director

HOURLY RATE: \$13.00 per hour to start

MILEAGE: Mileage to and from the client home/worksites is reimbursed at \$.32 cents per mile.

POSITION DESCRIPTION: Provide meaningful companionship and safe care for children and adults with developmental disabilities who also have identified behavioral challenges. Implement the individual’s behavior plan that has been designed specific to his/her behavioral needs. Work is provided in the client’s home or community at large. Workers are responsible for assuring the basic needs of the client are met and may include such duties as feeding, bathing, dressing, toileting, mobility assistance and age/ability appropriate leisure activities. Client transportation in the worker’s private automobile may also be required.

DUTIES/RESPONSIBILITIES:

1. Attend and successfully complete worker orientation training.
2. Provide appropriate personal care in a positive and professional manner; including feeding, dressing, bathing, toileting, mobility assistance and leisure activities, or other non-medical care services as agreed upon by the parent(s), the worker and Program Director.
3. Ensure safety of the client while in the worker's care.
4. Maintain positive relationship with all family members.
5. Maintain confidentiality regarding the client and his/her family.
6. Maintain high level of personal hygiene and hygiene of client during hours of care. Prevent exposure of client to communicable diseases or hazardous conditions.
7. Monitor safety and wellness issues in working environments (family homes, community, etc.)
8. Maintain and submit all required paperwork in accordance with the Policies and Procedures.
9. Adhere to all Program policies and procedures, and reporting requirements.
10. Report all suspected incidents of abuse regarding clients to the appropriate agencies and to the Program Director. Prepare required written documentation.
11. Provide reliable respite services and be punctual for all assignments.
12. Attend periodic in-service trainings of approved curriculum.
13. Maintain a professional image that promotes the Program and respite service as a valued family support resource and develops good public relations.
14. Respect established lines of communication and authority; cooperate with Program and other agency staff in all shared areas of work.
15. Complete a 20 hour Professional Assault Crisis Training (ProACT), prior to providing services to a client and annual recertification trainings of ten (10 hours);

16. Complete from 5 to 10 hours of field training (shadowing) for each new client, as deemed necessary by the behavioral issues for each client and the amount of experience the worker possesses.
17. Implement the behavioral support plan under the direction of the Family.
18. Communicate regularly with families, and the Program as required to assure consistency, safety and appropriateness of program services.
19. Provide transportation in their personal vehicle to clients to various community locations as arranged with the family in implementation of the individual's behavioral plan.
20. Provide documentation required regarding transporting clients, such as DMV driver record and vehicle inspection.

REQUIRED QUALIFICATIONS:

1. Be at least eighteen (18) years of age.
2. Possess current Red Cross First Aid and CPR certifications. (Initial completion of course(s) and regular updates.)
3. Possess current tuberculosis clearance (within last 2 years).
4. Possess reliable transportation and valid California driver's license. Provide Program with proof of insurance for at least the legal minimum. Provide DMV driving record printout and obtain vehicle inspection. Have dependable telephone availability.
5. Have no felony or misdemeanor convictions that would have a bearing on employment. Receive a criminal record clearance through LiveScan.
6. Ability to read and interpret documents such as policies and procedures, and behavior support plans. Ability to write routine reports and correspondence.
7. Ability in math to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals.

8. Ability to communicate effectively with clients, family members and agency staff.
9. Ability to take and follow instructions and the ability to apply common sense understanding to carry out instructions furnished in written, oral or diagram form.
10. Sensitivity to the special needs of clients with developmental disabilities and their families. (Including patience, initiative, emotional stability and a non-judgmental attitude toward the needs of developmentally disabled individuals and their families.)
11. Ability to work independently in an unsupervised setting.
12. Possess a High School Diploma or general education degree (GED) with six months personal or professional experience with individuals with developmental disabilities and/or behavioral challenges.
13. Ability to perform physical demands of the job which include the need to stand, walk, sit, stoop, climb, balance, kneel, crouch, reach with hands and arms, talk, hear, and crawl. Employee may need to occasionally lift and transfer clients, push and pull clients in wheelchairs, and lift or move objects up to 50 pounds.
14. Availability to permit at least the minimum of 15 hours worked each week, including being available on some weekends to meet the needs of the client/family and staff training requirements.

DESIRED QUALIFICATIONS:

1. Bilingual/biliterate skills in Spanish.
2. Signing.
3. Care for individuals in wheelchairs, transferring.
4. Experience with Seizures.
5. College level classes on ECE, psychology, or behavioral psychology and/or work experience in these fields.

FAMILIES UNITED IS AN EQUAL OPPORTUNITY EMPLOYER

This job description is intended to provide a detailed overview of the requirements of the position. It is not necessarily all-inclusive, however, as additional functions may be required due to the specific behavioral plan for each client. Families United – Respite reserves the right to add, modify, or exclude tasks, duties or responsibilities, as deemed appropriate.

Employment with Families United – Respite is “at-will” and may be terminated at any time by the employer or employee with or without cause or notice.