Residential Support Staff Job Description

Position Summary:
Residential Support Staff will work with adults with developmental disabilities. The primary role of Residential Support Staff is to provide the supports needed to enhance the quality of lives of the individuals we serve. These individuals require training and assistance in personal hygiene, self-care, motor skills, vocational skills, work habits, communication and social skills, behavior self management, community integration, and recreational and leisure activities. The position involves working with people who present challenging issues in various areas of functioning. These individuals may exhibit verbal and/or physical aggression, have physical disabilities, health problems, behavioral problems, seizure disorders, and/or psychiatric issues. Residential Support Staff implement the Individual Support Plan (ISP) objectives on a daily basis at the home and in the community. Residential Support Staff maintain a pleasant and positive atmosphere within the home, treating individuals with respect and dignity. Residential Support Staff follow all assigned duties under the direction and supervision of the Group Home Supervisor, Program Coordinator, and Program Director.

Essential Job Qualifications:

• Must pass a DHS Criminal History check.
• Must pass a pre-employment drug test as well as random drug tests once hired.
• Must be at least 18 years old and have a desire to work with individuals with developmental disabilities at various levels of functioning.
• Must possess adequate expressive and receptive English language skills to communicate with co-workers and individuals served in relation to job duties.
• Must possess the basic reading, writing and mathematical skills necessary to complete or utilize records, forms, and procedures required of this position.

Must be able to meet the following physical demands:

• Intermittent periods of standing and sitting, with frequent periods of walking short distances with the facility
• Frequent periods of bending from the waist and knees; frequent periods of reaching from the waist to shoulder level.
• Moderate periods of lifting a maximum weight of approximately 50 pounds
• Occasional periods of lifting in excess of 50 pounds and moderate periods of pushing or pulling in excess of 50 pounds.
• Moderate periods of carrying normal household supplies and small equipment items weighing less then 10 pounds.
• Infrequent periods of twisting from side to side at the waist.