



Ascendigo Autism Services

818 Industry Place, Suite A

Carbondale, CO 81623

Office: 970-927-3143

Fax: 970-315-0609

Job Description for: A2A Residential Support Professional	As of: June 16, 2019
Reports to: Residential Manager	Program: Residential
Classification: Hourly Non-exempt	Term: Seasonal FT

About Ascendigo: Ascendigo is a nonprofit organization that enhances the lives of children and adults living with Autism Spectrum Disorder through outdoor and sports education, employment, adventure camps, community integration and an array of autism focused behavioral health services. We are headquartered in the beautiful Roaring Fork Valley of Colorado and provide programming for individuals with autism of all ages from Aspen to Rifle.

Job Summary: The Residential Support Professional (RSP) is part of Residential team for residents within the Life Enrichment program. He/she is the primary caregiver during assigned shifts. Overnight shifts are 16 hours long and begin at 4:30 pm and end at 8:30 am the next day. Support shifts are 4 hours long and begin at 4:30 pm and end at 8:30 pm. Below market housing may be available for this position.

Essential Job Functions:

- Work with other members of the Life Enrichment team (including but not limited to ACE, A2A, resident families, clinical or behavioral consultants, therapists, other staff, friends, and community partners) to coordinate care, facilitate care transitions, and implement resident goals and objectives.
- Follow directives established in each resident's Individual Life Plan (ILP) as well as those from the resident and their guardian/parent.
- Act as a peer mentor and household staff who strives to uphold the values of Ascendigo. Residents should have a structured home life with a family atmosphere including a safe, nurturing, caring environment which promotes learning and growth. The RSP should work to be a positive role model, fostering trust, respect, compassion, emotional grounding, and social bonding.
- Work with the House Manager and other RSPs to provide for physical, mental, social, and emotional needs of residents.
- Facilitate an ongoing professional relationship with each resident and their families.
- Supervise residents' personal care with respect and sensitivity while remaining in compliance with each residents' goals and objectives.
- Provide appropriate supports and supervision to facilitate general health and safety for themselves, other staff, and all residents.

- Recognize natural teaching opportunities; provide counseling and teaching to residents as they tackle life's daily problems. Respond to maladaptive behaviors while maintaining calm and composure, using positive behavioral supports and autism-friendly strategies.
- Learn and implement resident communication including specialized language and any auxiliary communication aids/devices/apps.
- Maintain a clean and orderly household; participate in household chores as needed.
- Make sure that residents' personal effects are well cared for and kept in order.
- Participate in training and professional development as directed by the House Manager
- Become familiar with Personal Needs Funds of residents and assist with appropriate spending and documentation of those funds.
- Some occasional travel may be required.

Other Job Duties: Arrives to work on time, engages in appropriate behavior with clients at and outside of work, appropriate interactions with supervisors & managers, attends trainings, meetings and collects data. Is up-to-date on all program changes and modifications, implements new programs. May be asked to help with other Ascendigo programs as needed.

Physical Requirements/Equipment Used:

- Basic computer skills, willingness to learn and operate a variety of programs such as Catalyst, Skype, Gmail, etc.
- Cooking: prepare meals that meet the dietary needs of each resident.
- Light household chores: cleaning, tidying, laundry, light yard work.
- Lifting household objects such as backpacks, groceries, laundry, supplies, etc.
- Some more robust yard work and heavier lifting may be required.

Qualifications:

- Must be 21 or over and have legal working status.
- Must maintain valid driver's license and excellent driving record. Agree to a DMV check every 6 months.
- At least one-year experience working with people with autism or other disabilities, social work, psychology, or teaching.
- Successfully complete required training.
- Understand that the working environment may be under security surveillance including but not limited to video monitoring, surveillance that can be reviewed upon a need to know basis by the House Supervisor.
- Submit to an extensive background check as requested by the Business Manager.
- RBT and QMAP certification preferred.

Personal Characteristics: The ST should be committed and passionate about the Ascendigo mission of a holistic, active, community-based, independent, and person-centered life. He/she should believe in the dignity and potential of our clients. Additionally, the supervisor should:

- Show maturity, responsibility, and dependability and follow through on tasks with modest supervision.

- Be diplomatic and discreet: commitment to maintain strict confidentiality and respect of residents and the privacy of residents and their families.
- Be proactive: taking the initiative, willing to pitch in and assist.
- Behave ethically: understand ethical behavior and business practices and ensure that their own behaviors and other staff is consistent with these standards and aligns with the values of Ascendigo.
- Build relationships: establish and maintain positive working relationships with others, both internally and externally, to achieve client goals.
- Communicate effectively: speak, listen, and write in clear, thorough, and timely manner using appropriate and effective communication tools and techniques.
- Creativity/Innovation: develop new ways to improve operations of Ascendigo and to create new opportunities.
- Focus on client needs: anticipate, understand, and respond to the needs of clients to meet or exceed their expectations and provide high quality care.
- Foster teamwork: work cooperatively and effectively with others to set goals, resolve problems, and make decisions.
- Lead: positively influence others to achieve results that are in the best interest of Ascendigo.
- Make decisions: assess situations to determine the importance, urgency and risks, and make clear decisions which are timely and in the best interests of Ascendigo.
- Organize: set priorities, develop a schedule to accomplish required tasks monitor progress toward goals, and track details, data, information, and activities.
- Solve problems: Assess problems situations to identify courses, gather and process relevant information, generate possible solutions, and make recommendations and/or solve the problem.

Housing Opportunity: The job could include living on the premises of one of the Residential houses as a 'House Host', in this case, the Red House in Carbondale. Serving as a 'House Host' does not include providing direct services but does include providing natural support by helping to create a positive, structured, and safe home life. In exchange for providing natural support, rent would be discounted and would include utilities, internet and access to laundry facilities and hot tub. Living in an Ascendigo-managed home is contingent on signing the Housing License Agreement in Connection with Employment.