



Community Care Network

Rutland Mental Health Services & Rutland Community Programs

Community Care Network is looking for an Intensive Direct Support Professional to join our team in Rutland, Vermont.

Community Care Network is comprised of Rutland Mental Health Services and Rutland Community Programs. Our mission is to enhance the well-being of our communities, individuals and families through responsive, innovative and collaborative human services.

About the Role:

The Intensive Direct Support Professional (IDSP) is responsible for providing the appropriate support and guidance as identified in the Individual Support Agreement (ISA) for dual diagnosis individuals identified for high need supports. The IDSP provides support within the individual's home environment; prompting, supporting, and encouraging completion of Activities of Daily Living, getting to and from appointments, engagement in social activities, and developing/maintaining independent living skills (i.e. grocery shopping). This position also provides opportunity for preferred community engagement. The IDSP is vigilant in providing quality intensive specialized instruction, behavioral intervention, and support services to promote emotional and behavioral health. The IDSP attends team meetings, completes required documentation and contributes to the development of Behavior Support Plans and Individual Support Agreements.

Principal Responsibilities:

- Models, mentors, advocates, and motivates individuals in order to help prevent relapse and promote long-term stability, healthy and adaptive social, emotional, and behavioral functioning.
- Assist in planning and implementing clients' individualized service agreement by coordinating with larger treatment team including DS service coordinator.
- Responds to medical or mental health emergent situations involving individuals i.e. self-harming behaviors, suicidal ideation, homicidal ideation).
- Utilizes Therapeutic Options training to ensure the safety and well-being of individuals and others.
- Implements behavioral management and de-escalation strategies.
- Follows special care procedures under the supervision of RN (i.e. dysphagia), seeking Nurse consultation as needed.
- Ensures the Safety and wellbeing of individuals served.
- Provides a stimulating and positive experience within the home and in the community based on the interests and preferences of the individual.
- Provides support at doctors' offices or hospitals when required.

- Documents required paperwork (i.e. daily data, graphs, narratives, case notes, and timesheets) in a timely manner.
- Provides transportation to individuals as necessary.
- Maintains flexibility in scheduling and working with different individuals as needed due to potential staff shortages, emergencies, weekends, holidays, etc.

Qualifications and Competencies:

- High School Diploma or equivalent (GED) required.
- Previous experience in developmental disabilities preferred.
- Experience with Trauma Informed Care preferred.
- Ability to work with others in a positive, responsible manner.
- Strong writing and organizational skills in order to receive and convey information in efficient and effective manner.
- Ability to maintain confidentiality.
- Flexibility, dependability, and ability to work independently.
- Commitment to community inclusion and individual choice.
- Able to flex schedule as needed.
- Must have a valid driver's license, reliable transportation with personal automobile liability insurance coverage at or above the levels mandated by the State of Vermont.
- Successful completion of a criminal history background check after hire.

What's in it for YOU:

- Competitive Pay Range - \$20.00-\$20.50/hour (compensation is typically dependent upon experience)
- Comprehensive Benefit Package
 - 401(k)
 - 401(k) matching
 - Dental insurance
 - Employee assistance program
 - Flexible schedule
 - Flexible spending account
 - Health insurance
 - Health savings account
 - Life insurance
 - Paid time off
 - Professional development assistance
 - Retirement plan
 - Tuition reimbursement
 - Vision insurance
- Career Training and Development
- Tuition Discounts

CCN is an Equal Opportunity Employer.