



Job Requirements for a Community Engagement Direct Support Professional (DSP) at Sunny Haven Residential Services

Educational and Certification Requirements:

- **High School Diploma or GED:** Required for all positions.
- **Certifications:**
 - First Aid and CPR certifications are mandatory and must be maintained current.
 - Additional certifications or training will be required.

Experience:

- **Experience in Community Engagement:** Minimum of one year of experience in a role focused on community engagement or support for individuals with intellectual and developmental disabilities.
- **Behavior Management Experience:** Demonstrated experience and skills in implementing behavior support plans and managing challenging behaviors in community settings.
- **Event and Activity Planning:** Previous experience in organizing and facilitating community-based activities and programs.

Skills and Competencies:

- **Interpersonal Skills:** Excellent verbal and written communication skills to effectively interact with individuals, families, and team members.
- **Observational Skills:** Strong attention to detail for monitoring individuals' health, safety, and progress, and accurately documenting observations.
- **Patience and Empathy:** High level of patience, understanding, and empathy to support individuals with diverse needs and abilities.
- **Crisis Management:** Ability to remain calm and effective in emergency situations, applying crisis intervention techniques when necessary.
- **Community Engagement:** Competency in fostering socialization, skill development, and community integration through planned activities.
- **Organizational Skills:** Strong organizational skills to manage multiple tasks, activities, and documentation requirements efficiently.
- **Adaptability:** Flexibility to adapt to changing needs, schedules, and environments.

Responsibilities:

- **Community Engagement Activities:**
 - Plan, organize, and facilitate community-based activities, including social outings, recreational activities, volunteer opportunities, and employment readiness programs.
 - Encourage and support individuals in participating in community activities to enhance social skills and community integration.
- **Transportation:**
 - Provide safe and reliable transportation for individuals to and from community activities, appointments, and other events as needed.
 - Ensure vehicles are maintained in good condition and meet all safety standards.
- **Behavioral Support:**
 - Implement and follow individualized behavioral support plans to address and manage challenging behaviors in community settings.
 - Utilize positive reinforcement and other behavior management techniques to promote desirable behaviors.
- **Skill Development:**
 - Assist individuals in developing and maintaining life skills necessary for successful community integration, such as social skills, communication, and independent living skills.
- **Advocacy:**
 - Advocate for the rights and needs of individuals in community settings, ensuring they have access to resources and opportunities.
- **Documentation:**
 - Maintain detailed and accurate records of individuals' community activities, progress, incidents, and any other relevant information.
 - Complete required documentation in a timely manner, ensuring compliance with state regulations and organizational policies.
- **Compliance:**
 - Ensure that all community engagement activities are provided in accordance with DBHDS, HCBS, and Virginia state regulations, as well as Sunny Haven policies and procedures.
- **Program Planning:**
 - Collaborate with team members and other stakeholders to develop and implement community engagement programs that meet the needs and interests of individuals.
- **Relationship Building:**

- Build and maintain positive relationships with community partners, including local businesses, volunteer organizations, and recreational facilities, to create opportunities for individuals.
- **Crisis Management:**
 - Address and manage crises that may occur during community activities, using approved intervention techniques and ensuring the safety of all participants.

Licensing Requirements:

- **Background Checks:** A comprehensive criminal background check is required.
- **Driving Record:** If the position requires driving residents to appointments or activities, a clean driving record may be necessary.
- **Continuing Education:** DSPs may be required to complete ongoing training to stay updated on best practices in care and to maintain their certifications.

Physical and Emotional Demands:

- **Physical Fitness:** The role may involve physical tasks such as assisting with mobility during community activities.
- **Emotional Resilience:** Ability to handle emotionally challenging situations, including working with individuals who have severe disabilities or emotional needs.