



## Direct Support Professional

For a Direct Support Professional (DSP) working at Sunny Haven Residential Services in Virginia, the following job requirements are typically expected to ensure quality care and compliance with state regulations:

### Educational and Certification Requirements

- **High School Diploma or GED:** Required for all positions.
- **Certifications:** First Aid and CPR certifications are required. Additional training such as Medication Administration Training (MAT) may be required depending on the specific needs of the residents.

### Experience

- **Experience in a caregiving role:** Preferably in a residential setting serving individuals with disabilities.
- **Experience with behavior management:** Knowledge of strategies to support individuals with behavioral challenges is highly valued.

### Skills and Competencies

- **Interpersonal Skills:** Ability to communicate effectively with residents, families, and colleagues.
- **Observational Skills:** Must be detail-oriented to monitor the health and safety of residents and to document their progress.
- **Patience and Empathy:** Essential for providing compassionate care and support.
- **Crisis Management:** Skills in handling emergencies with calm and efficiency.

### Responsibilities

- **Personal Care:** Assist residents with daily living activities such as bathing, dressing, and eating.
- **Medication Administration:** Administer medications according to a prescribed schedule and monitor effects.
- **Behavioral Support:** Implement behavioral support plans to assist individuals in managing their behaviors in a positive way.
- **Documentation:** Maintain accurate records of individuals' progress, incidents, and daily activities.

- **Compliance:** Ensure that care is provided in compliance with all state regulations and organizational policies.
- **Community Engagement:** Support individuals in engaging with their community, including facilitating social interactions and participation in external activities.

## 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 will 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 lifting or assisting with mobility.
- **Emotional Resilience:** Ability to handle emotionally challenging situations, including working with individuals who have severe disabilities or emotional needs.