

## **JOB COACH**

**Reports to:** Director of Abilities First Employment Services  
**FLSA:** Non-Exempt  
**Salary Range:** \$10.25 – \$12.50 hourly

### **DEFINITION**

**The Job Coach supports successful relationships between individuals with disabilities and their employers. Individuals work at various employment sites within the community. This support is individual-based and centered around work-related goals that focus on helping the individual obtain the maximum level of independence within their job and by developing natural supports. Services are provided at the individual's place of employment.**

### **ESSENTIAL RESPONSIBILITIES AND DUTIES**

Transition the ongoing provider support role from the Job Developer to the Job Coach to develop job skills and build relationships with key employees identified by the Job Developer.

Continue to identify key employees at the workplace to provide natural supports that lead to successfully training and retaining the new employee using workforce-based mentoring.

Consistently model appropriate work skills and hold individuals served to the same expectations.

Assess the strengths of individuals and teach them to use them effectively.

Uphold standards of employer expectations at all times, which may include finding a substitute if employee receiving support leaves early or is absent. This is the employee's position and AFES should not have back-up employees – that would be the employer's responsibility to find backup should the employee call in sick.)

Establish clear communication with the other employees on the worksite to ensure that natural supports are used first and avoid creating dependence on the Job Coach.

Monitor individual's work performance and provide feedback and prompts when needed, while maintaining the balance of natural supports always being preferred.

Guide individuals in learning to complete job tasks.

Assist people with disabilities in developing social and life skills, which includes, but is not limited to, building organic supports while on the job, building relationships with

director supervisor, co-workers, and other supervisory staff in order to create a smooth transition into independent employment.

Advise on workplace accommodations for people with disabilities.

Provide proper documentation on all individuals' work performance.

Ensure safety is being maintained in the work environment at all times.

Contact your supervisor with as much notice as possible if ill, or in the event of an emergency.

Uphold and consistently follow program and licensing regulations and procedures carefully for AFES and the individual's place of employment.

Maintain and model positive, professional working relationships with individuals served and other agency staff.

Accept and integrate supervision. Includes but not limited to:

- a. Following the program administrative staff instructions, directives, and AFES procedures. Monitoring by appropriate documentation.
- b. Following supervisor instruction/directions regarding service provided to the individual served as monitored by supervisor evaluations.

Provide service for individuals regardless of location by creating and maintaining an atmosphere that is welcoming, understanding, communicative, and supportive of individuals served.

Attend staff meetings concerning new or revised policies and procedures and implement new information accordingly.

Update and upgrade skill levels by attending agency provided in-service training or other authorized training for a minimum of 20 hours of mandatory training within the first twelve months of employment, and 4 hours for each subsequent calendar year.

Light lifting required and extensive sitting.

Perform other related work as assigned.

Must have a valid Missouri driver's license, reliable transportation, an acceptable driving record, and auto liability insurance that meet the requirements set by Abilities First.

Must be able to drive, or otherwise arrive timely, for work-related assignments.

Reasonable accommodations may be made to enable individuals with disabilities to perform essential job duties.

## **KNOWLEDGE, SKILLS AND ABILITIES**

Demonstrated warmth, insight, interest, and respect for persons with disabilities.

Ability to identify potential abuse and neglect situation and follow protocol according to all applicable regulatory requirements

Ability to communicate effectively with individuals served and supervisors they work with as well as with their own supervisor.

Ability to establish effective working relationships with co-workers and the public

Able to work well in a noisy environment and demonstrate high levels of patience and positive attitudes toward persons experiencing developmental disabilities.

Ability to bend, sit, stand, and stoop

Demonstrates professional work ethic

Must be able to pass a background screening

## **EXPERIENCE AND EDUCATION**

**Minimum 18 years old and have a High School diploma or equivalent.**

Revised 11-6-2018