



Direct Support Professional/Direct Care Staff

Pathways Youth and Family Services is seeking full-time **Direct Support Professionals** for Habilitative Homes in San Antonio. This position is responsible for providing daily care and supervision of children with intellectual and developmental disabilities. Direct Support Professionals will provide guidance and support of children in a safe, structured environment that meets the needs of the children while maintaining professional and acceptable boundaries at all times. Work hours are Sunday – Wednesday, 8:30 am – 8:30 pm or 8:30 pm – 8:30 am; or Wednesday – Saturday, 8:30 am – 8:30 pm or 8:30 pm – 8:30 am.

Pathways Youth & Family Services is headquartered in Kerrville, TX with locations in Abilene, Dallas, Austin, San Antonio and Houston. Providing foster care and adoption services to over 10,000 children since 1992, Pathways' mission has become a reality. The organization has fulfilled its vision of thriving children, resilient families, and strong communities enduring for generations. True to its name, Pathways provides a path for youth and families to receive a comprehensive network of services through the following 4 vital programs: Foster Family Care, Adoption Services, Mosaic Behavioral Health and Turning Point, and Residential Care.

Mental and behavioral health is the largest unmet health need for children and teens in foster care. Are you ready to join a team that's on a mission to change the lives of children and families? Want to be part of a movement that values compassion and empowerment?

What you will be working on (essential duties not limited to the following):

- Supervise children to ensure their safety and well-being. Adjust the level of supervision according to the circumstances and their needs.
- Work day and/or overnight shifts and stay awake throughout the shift and document headcounts per program requirement, use of bathroom and any unusual sleep patterns or behaviors, and provide supportive supervision for children that are unable to sleep.
- Make sure children have the appropriate clothing, shoes, personal care supplies, and hygiene items needed for grooming. Provide encouragement and coach on maintaining good hygiene and proper attire.
- Support the education of the children by ensuring they are on time for school, participating in teacher conferences and providing assistance with homework as needed.
- Implement daily activities as scheduled including hygiene, mealtime, chores, schoolwork and recreation.
- Provide assistance with planning, ordering, and preparing healthy meals and snacks.
- Attend staff meetings to develop individual habilitation plans and follow individual service plans.
- Transport children in facility vehicles to required appointments or off-site activities.
- Administer all prescribed medications and properly record medications given and observe side effects.

- Implement emergency procedures when necessary and appropriately implement therapeutic interventions when necessary.
- Assess and correct any problems within skill level or social appropriateness.

What you will bring along:

- Minimum age of 21 years required.
- Education of a High School Diploma or equivalent.
- One year of prior experience as a direct care staff in a residential treatment center serving children in a child welfare system is preferred.
- Experience working with children diagnosed with intellectual and developmental disabilities, and behavioral and emotional disorders is preferred.
- Be knowledgeable in, and follow all regulatory licensing and accreditation standards.
- Your ability to support the agency's culture, growth, and success through communication, accountability, and positivity.
- Effective oral/written communication and organizational skills.
- Competency in using Microsoft Word, the Internet, electronic records management system and other software applications.
- Great team and work ethic!

Due to the nature of our work, additional requirements include:

- Proof of valid Texas Driver's License (Type C), current auto insurance, access to reliable transportation, and good driving record.
- Three employment references.
- Cleared criminal background check.
- Cleared TB test results.
- Cleared pre-employment drug test.
- Working cellular telephone at all times.

What to expect:

- We focus on career development and promotion – people are at the core of everything we do. If you are looking for a career and not just a job, you're in the right place.
- Pathways is the type of company where you can balance great work with great life. It doesn't matter if you're just out of high school or college or your children are; we need you for what you can do.

What's in it for you? We take care of our people.

- Hourly rate commensurate with your experience.
- Affordable health coverage for you and your family.
- Generous paid time off, flex days, and paid holidays.
- Employer matching retirement plan.
- Work side-by-side with other knowledgeable, dedicated, and diverse teams.
- Casual and fun work environment.
- Amazing opportunities for career progression.
- A service you can be genuinely proud of!

We would love to hear from you. Complete an employment application or submit your resume to jbecker@pathway.org to be considered for an extraordinary opportunity that positively influences a child's life. Pathways is an equal opportunity employer.