



## **City Inclusion and Behavior Support Specialist (Seasonal) FT or PT**

***Salary: \$19/hr***

### **Department Overview**

Reach for Resources is a nonprofit agency based out of Minnetonka, Minnesota. We provide individualized services that maximize independence, boost community engagement, and improve physical and emotional well-being to individuals of all abilities living in the Minneapolis metro area. Our recreation department offers small group and individual therapeutic services and contracts with county and city park and recreation departments to provide adaptive recreation, inclusion support, and training services to their community members.

### **Job Summary**

The City Inclusion and Behavior Support Specialist is a dedicated professional collaborating closely with children and teens with disabilities to assist them in setting and achieving personalized goals, actively promoting their engagement in a range of recreational activities. Committed to fostering inclusivity, this key team member works closely with participants from diverse backgrounds. Based primarily at the Zanewood Recreation Center, they provide one-on-one paraprofessional assistance alongside City Parks and Rec Staff, ensuring a seamless and inclusive experience during various activities, including open gym time. Additionally, they may organize daily check-ins with participants requiring support. This role is pivotal in creating an environment where every child can thrive, fostering meaningful experiences for all. If you are passionate about inclusivity and aspire to make a lasting impact, we invite you to join our team.

### **Essential Responsibilities**

- Work with the city parks and recreation staff by acting as an assistant coach, program leader, or instructor
- Assisting and interacting with other participants in the program as well as the child that is receiving the 1:1 assistance
- Ensure a welcoming and accessible environment that accommodates the diverse needs of participants.
- Providing extra assistance for the child or teen with a disability, teaching strategies to staff, communicating other children, and seeking out information from the recreation staff to ensure maximum involvement.
- Document detailed progress notes for each child, capturing achievements, challenges, and milestones during program sessions.
- Complete needed paperwork and trainings in a timely fashion
- Support children and teens with disabilities in typical recreation settings
- Implement behavioral support strategies, intervening when necessary to address challenges and promote positive behavior among participants.
- Learn about behavior management strategies

- Assist in creating custom inclusion plans for Participants
- Communicate effectively with program coordinators, parents, and other team members to ensure a cohesive and coordinated approach to inclusive programming.
- Implement strategies to address individual needs and adapt activities to promote inclusivity.
- Provide intervention when needed, maintaining composure and ensuring the emotional well-being of participants in challenging situations.
- Collaborate with participants with disabilities to establish personalized goals, regularly assessing and adjusting objectives to ensure continued progress.

### **Minimum Qualifications**

- A genuine liking for working with kids with disabilities
- Must be energetic and willing to make a difference in a child's life
- Strong communication skills
- Ability to work as a member of a team
- Possess a valid driver's license and reliable transportation
- Ability to lift up to 30 lbs
- Creative problem-solving skills.
- Flexibility to adapt to various program needs, participant abilities, and evolving situations.
- Must have a current driver's license in good standing and maintain own reliable transportation.

### **Working Conditions and Physical Demands**

- Environment: In-field shifts, office environment, and remote environment.
- Schedule: Schedule may vary depending on program needs and employee schedule.
- Physical demands: Moderate lifting (up to 30 lbs), sitting and standing, walking, driving, verbal communication, seeing, and hearing.

### **Additional Information**

In addition to salary, Reach for Resources offers excellent employee benefits.

Benefits may include:

- Generous PTO package (15 days a year for F/T permanent employees with increases each year), prorated PTO package for P/T employees.
- 13 floating holidays annually (for F/T permanent employees)
- Flexible schedule
- Mileage reimbursement
- Personable and fun co-workers (if we do say so ourselves)
- Caring, supportive supervisors
- Plenty of chances to wear casual clothes
- A focus on wellness

### **Disclaimer**

Reach for Resources, Inc. is an Equal Opportunity Employer. Reach for Resources, Inc. does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and business need.

Reach for Resources, Inc. Is committed to ensuring that applicants and employees with disabilities receive support. Applicants or employees must be able to meet the minimum qualifications of the position; reasonable accommodation may be provided if requested by the employee.