

About the Position:

The primary role is to support teens and adults with developmental disabilities through individualized community-based recreation services. These one-on-one services empower individuals to achieve goals through exploring interests and recreation in the community, while maintaining a fun, inclusive and safe environment. There are currently three one-on-one services that the Max Higbee Center provides: Recreation Mentoring, Community Engagement, and Specialized Habilitation. Each service varies greatly from person to person and is based on a member's level of independence, need for support, goals for the service, progress throughout the service and other factors. This is a direct-service position that supports folks in engaging in a wide range of recreational activities.

Reports To: Recreation Services Director

Expected Hours: Schedule is flexible and contingent upon availability; ideally averaging around 10-25 hours per week with room for growth as desired. One-on-one services allow for people to schedule sessions that are tailored and designed for each member based on short-term and long term goals; a schedule will be determined collaboratively upon hire.

Compensation: This is an entry level position with pay of \$16-18 per hour. Paid time off is provided per Max Higbee Center's PTO Policy. Our positive, supportive workplace includes flexible scheduling, paid professional development time and training, a commitment to equity and inclusion, and a fun work environment focused on recreation in all its forms!

Essential Job Functions include, but are not limited to:

- Directly provide one-on-one community-based, goal-oriented recreation services to MHC members.
- Support and empower members to explore interests and hobbies, set individualized goals, and make progress towards achieving goals.
- Provide opportunities for personal enjoyment and enrichment through a diverse range of activities and exploring new opportunities
- Create and help maintain a welcoming, inclusive, safe, and respectful environment
- Discover creative and personalized opportunities for members to become involved in their community
- Communicate effectively and respectfully with all members, caregivers, family members and staff
- Demonstrate and maintain appropriate boundaries with members and support members in creating appropriate personal boundaries and relationships in the community
- Follow and enforce member support plans
- Accurately complete and maintain records and reports
- Attend bi-monthly staff meetings
- Comply with and follow all Max Higbee Center policies and procedures
- Write program reports and incident reports as needed
- Make transportation plans for scheduled activities

Required Qualifications:

- Self-directed and self-motivated, including the ability to take initiative
- Must be a creative problem solver to find individualized solutions that meet members' needs, goals, and preferences.
- Strong time management skills, including being punctual and reliable
- Ability to multitask and work in dynamic, person-centered recreation environments
- Excellent interpersonal and communication skills
- Ability to maintain confidentiality of staff, volunteers, and participants
- Must be able to carry a heavy (10 lb+) backpack during your shift and cover up to 5 miles in a shift
- Must be able to provide mobility assists to support members on outings, including people who use wheelchairs and walkers
- Must be able to pass an annual background check
- Must show or obtain CPR and First Aid certification within three months of hire
- Must be able to work in-person at our Bellingham, WA location
- Complete COVID-19 Vaccination is required for in-person, indoor group programming.

Desired Qualifications

- Experience working with people with developmental disabilities
- Experience providing goal-based, one-on-one services to individuals in community settings

Accommodation

If you are applying for a job or internship at Max Higbee Center and have a disability and need accommodation for the application process or job duties, please contact the MHC Program Director at (360) 398-6669.

Nondiscrimination/Equal Opportunity

Max Higbee Center does not discriminate against any person on the basis of race, color, national origin, religion, disability, sex, sexual orientation, gender expression and/or identity, genetic information, or age in admission, treatment, or participation in its programs, services and activities, or in employment. All Inquiries regarding compliance with access, equal opportunity and/or grievance procedures should be directed to the Program Director at (360) 398-6669.

To Apply:

Submit the following materials to admin@maxhigbeecenter.org

- Statement of interest or brief cover letter indicating your qualifications and experience
- Resume
- References (at least 2 professional references)

Applications will be reviewed and interviews held on an ongoing basis until all openings are filled.