

Island Autism – Residential Direct Support Professional (DSP)

Island Autism is seeking caring, reliable, and responsible Residential Direct Support Professionals (DSPs) to support adults with intellectual and developmental disabilities (IDD) living in a residential home on Martha's Vineyard.

Residential DSPs help individuals live as independently as possible while maintaining a safe, comfortable, and supportive home environment. Staff provide assistance with daily living, household routines, community activities, health and safety, and personal goals.

This position may include day, evening, weekend, and overnight shifts.

Primary Responsibilities

Individual Support

- Provide respectful, person-centered support based on each individual's needs, preferences, and goals
- Encourage independence and allow individuals to make choices whenever possible
- Assist individuals in working toward goals identified in their Individual Support Plan (ISP)
- Support communication, social skills, emotional regulation, and community participation
- Maintain appropriate professional boundaries

Daily Living & Household Support

- Assist with cooking, meal preparation, grocery shopping, laundry, cleaning, and household routines
- Support personal care and hygiene when needed
- Help individuals develop and maintain daily routines
- Encourage individuals to participate in household responsibilities based on their abilities
- Help maintain a clean, organized, and safe home

Health & Safety

- Follow each individual's health, safety, supervision, and emergency plans
- Assist with medication administration when trained and authorized
- Observe and report changes in an individual's health, behavior, or wellbeing
- Support individuals with medical and dental appointments as assigned
- Follow emergency procedures and respond appropriately to incidents
- Complete required incident and health-related documentation

Community & Transportation

- Support individuals in participating in activities, appointments, employment, recreation, and community events
- Provide transportation as assigned
- Support safe and appropriate community participation
- Encourage individuals to build relationships and connections within the community

Documentation & Communication

- Complete shift notes, data collection, medication documentation, and other required records accurately and on time
- Communicate important information to other staff and supervisors
- Participate in staff meetings, trainings, and individual planning meetings as required
- Maintain confidentiality and protect individuals' personal information

Qualifications

- High school diploma or equivalent
- Experience supporting people with autism, IDD, or related needs preferred
- Patient, dependable, respectful, and comfortable supporting people with different abilities
- Strong communication and problem-solving skills
- Ability to work independently and as part of a team
- Valid driver's license and safe driving record
- Ability to complete required DDS and Island Autism trainings
- Ability to pass required background checks
- CPR/First Aid certification preferred or willingness to obtain

Schedule

Residential services operate 24 hours a day, 7 days a week, 365 days a year. Positions may include:

- Morning/day shifts
- Afternoon/evening shifts
- Weekends and holidays
- Awake overnight shifts
- Relief/per-diem coverage

Specific schedules will be established based on the needs of the individuals living in the home.

Expectations

Residential DSPs are expected to:

- Treat all individuals with dignity and respect
- Promote independence rather than doing tasks for individuals when they can participate themselves
- Arrive on time and remain on duty until properly relieved
- Maintain professional boundaries
- Follow all Island Autism and DDS policies and procedures
- Maintain a safe, supportive, and welcoming home environment
- Report concerns promptly to the appropriate supervisor
- Complete all required training and documentation

Physical Requirements

The position may require standing, walking, bending, assisting with household activities, participating in community activities, and providing physical assistance to individuals when needed.

Equal Opportunity

Island Autism is committed to creating an inclusive workplace and providing respectful, person-centered services to individuals with disabilities.

