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Industrial Loop, Coeur d'Alene,  
ID 83815

[www.teshinc.com](http://www.teshinc.com)  
(208) 765-5105

<b>JOB TITLE:</b>	<b><i>Habilitative Intervention Professional Service Provider</i></b>
<b>DEPARTMENT:</b>	Rehabilitation, Children's Services
<b>REPORTS TO:</b>	Clinical Supervisor
<b>SUPERVISES:</b>	none
<b>FLSA:</b>	Hourly, Non-Exempt

*After School Program  
Summer Program*

**POSITION OVERVIEW**

Provide individualized and comprehensive intervention services for children age three through age 17 to improve functional skills and diminish maladaptive behaviors.

**ESSENTIAL JOB DUTIES**

Client In-take – Administer or interpret appropriate assessment instruments to determine skill development in the areas of gross motor, fine motor, cognitive, social affective, self-help, and communications. Analyze, interpret, and report on the information gathered from the assessments.

Program Planning – Utilizing the assessment information, psychological evaluation, medical-social evaluation and physician referral recommendations, determine long and short-term treatment objectives. Evaluate the feasibility of a variety of available developmental programs to decrease barriers to independence. Assure that programs identified are executed in accordance with the Individualized Service Plans. Assure the training progress is documented and movement to appropriate level of training is instituted.

Program Implementation – Assure resources and materials needed to facilitate treatment are available. Sign off daily on consumer datasheets. Submit weekly billing sheets to assure accurate and timely billing to funding agencies for services rendered. Evaluate clients' progress, provide family training and adjust treatment plan appropriately, providing monthly statistics on client progress.

Assurance of Program Continuity - Serve as program advocate and integrate program activities with other service providers.

Team Coordination and Education - Consult with parents, staff, Case Managers, and other community resources regarding clients' progress, specific disabilities and behavior management techniques. Attend and participate in scheduled meetings; meetings may require transporting client(s) from their home, school, or from Tesh in one of the Tesh vehicles or one's own vehicle.

**OTHER PROGRAM AND AGENCY REQUIREMENTS**

Will assist in maintaining accreditation and funding agency standards and requirements. Must document participation in at least 12 hours of training each year, 6 hours of which must be in the area of behavior methodology or interventions. Will responsibly monitor time in order to take on other duties when necessary. Perform other duties as assigned by supervisor.

Attendance - Except for planned and approved absences, consistent attendance at work is required.

Flexibility - Must be willing and able to adapt to schedule changes on a daily basis.

Agency Expectations - Interactions with co-workers and supervisor must be professional at all times. All staff are expected to make a positive and effective contribution to Tesh by way of their behavior and work skills. Complete all required and requested paperwork in a timely and accurate manner.

Ethical Conduct - Behavior at all times must include honesty, sincerity (non-deception), integrity and reliability (promise-keeping).

Physical Requirements – May be required to transfer clients in wheelchairs to and from vehicles and on and off of toilet; provide physical supportive restraint when necessary; bend, stoop, stand, and twist on regular basis; lift up to 50 lbs. on an occasional basis, working in a classroom or community setting.

**QUALIFICATIONS:** Must hold a four year B.A. or B.S. degree from a national accredited university or college in Health Care, Social Services, Education, Behavioral Science, or Counseling and a minimum of one year’s documentation of supervised experience working with children with developmental disabilities. Experience must be gained through paid employment or university practicum experience or internship. Must hold and maintain a current Idaho Habilitative Intervention Certificate. Accompanying a copy of the degree there must be something that authenticates the degree: a sealed transcript, a release to secure a copy of the degree to Tesh from the college it was received, etc. Must have valid driver’s license, proof of driver’s insurance, and good driving record. Must be able to pass background check and drug/alcohol screen, and work successfully in drug, alcohol, and tobacco free environment.

**SUPERVISORY RELATIONSHIPS:** Minimum of one observation every month by Clinical Supervisor; Position reports to Clinical Supervisor.

**WORK SCHEDULE:** Monday-Friday 2:30 – 6:30 p.m. during After School Program; Monday – Friday 8:30 a.m. to 4:00 p.m. during Summer Program; as needed and authorized for the clients. May also work para work as Rehab Tech when HI hours are needed.

**WAGE:** Starting wage of \$18.00 per hour for billable time and \$12.00 per hour for unbillable Habilitative Intervention hours worked. Will work Rehab Tech hours as applicable at defined rate for that work. This position is entitled to overtime compensation if over 40 hours are worked within the work week; all overtime requires pre-approval.

*The above is general in nature and not intended to be exhaustive. Tesh, Inc. reserves the right to revise or change job duties and responsibilities as the need arises.*

*Equal Employment Opportunity ~ Affirmative Action ~ Drug Free*

Employee Name (Please Print): \_\_\_\_\_

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_