



3327 W. Industrial Loop  
Coeur d'Alene, ID 83815  
[www.teshinc.com](http://www.teshinc.com)  
(208) 765-5105

<b>JOB TITLE:</b>	<b><i>Rehabilitation Technician</i></b>
<b>DEPARTMENT:</b>	Children's Services
<b>RESPONSIBLE TO:</b>	Clinical Supervisor
<b>SUPERVISES:</b>	None
<b>FLSA:</b>	Hourly, Non-Exempt

***REHABILITATION TECHNICIAN***  
***After School Program***  
***Summer Program***

**POSITION OVERVIEW**

**Spend quality time with a child with developmental disabilities to assist them in learning life skills which aid with achieving independence. Will work one on one with a child in a group setting with other children and other Rehab Techs. Will provide services in the classroom at Tesh and in the community in keeping with the individualized objectives for each child.**

**ESSENTIAL JOB DUTIES**

Student Partnership – Partner with a child engaging them in learning life skills through play and activities. May work with different child on different days or be scheduled/assigned to different children during one work period based on the needs of the business.

Preparation – Using the guidelines provided by a plan designed for each child personally, create and develop ideas which will further the defined goals through stimulating activity.

Documentation - Complete paperwork as required to document success towards established goals, attendance logs, and other paperwork as required by the funding agency, Health & Welfare, and required within the company. Paperwork is to be completed before departure on each day services are provided.

Child Care – May be required to feed the student. May be required to change undergarments. May be exposed to bodily fluids.

**OTHER PROGRAM AND AGENCY REQUIREMENTS**

Attendance – Consistent attendance is an important component of building a healthy relationship with the child to whom you are assigned. Punctuality is also important. At the same time there is some flexibility around a predefined, previously discussed school schedule or other commitment.

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

Interaction with Others - Interactions with co-workers and supervisor must be positive, professional, and respectful. Conflicts with others, at any level, should be resolved through a professional and assertive approach. Must be willing to interact as a team member with other Rehab Techs and Supervisors working in the program, and collaborate on team activities.

Ethical Conduct - Behavior at all times must reflect Tesh core values including honesty, sincerity (non-deception), integrity and reliability (promise-keeping). All staff are expected to positively represent Tesh

and its mission with the students and the community. Must comply with Tesh drug, alcohol, and tobacco free workplace standards, and all policies as outlined in the staff handbook.

**Physical Requirements** – Must be able to transfer students in wheelchairs to and from vehicles, on and off the toilet or changing table. May be required to provide physical supportive restraint to students of all sizes. Must be able to bend, stoop, stand, twist, walk, and sit for minimum of three hours at a time at various intervals daily with or without reasonable accommodation. This position works with children who are typically very active and who must be closely supervised. Activities may be outdoors on uneven surfaces. May include other activities requiring physical engagement including but not limited to bowling, running, jumping, swimming, and other activities appropriate for the child. Play will also take place indoors.

**Transportation** - May be required to transport students to and from program's base location at Tesh to various locations within the community. Primary source of transportation will be one of the vehicles in the Tesh fleet made up of a variety of new and used vehicles. If none of these vehicles is available, but transportation is required, you will be asked to use your personal vehicle so reliable transportation is a requirement of the job. Use of personal vehicle is reimbursed at 45 cents/mile when documentation of program based mileage is submitted appropriately to the accountant.

**QUALIFICATIONS:** Graduation from a standard high school or its equivalent. Ability to read and write and comprehend at minimum of 12<sup>th</sup> grade level. One year experience in a rehabilitation setting appreciated but not necessary. Must have an interest in working with persons with a variety of disabilities, and have the energy to work with children in indoor and outdoor settings. Must have a good driving record, valid driver's license, and ability to show proof of liability insurance. Must be able to pass a criminal history background check. Must be able to work in a drug, tobacco, and alcohol free work environment.

**WORK SCHEDULE:** Program runs 2:30 – 6:00 p.m. Monday-Friday. Specific schedule may vary based on needs of the children and number of children enrolled. Some flexibility is available to those who have their own school schedule. Prefer those who can work five days/week. Attendance each day scheduled is expected and essential; other than in the event of an emergency or illness. Will have weekends off.

**WAGE:** \$10.00 per hour. Position is entitled to overtime compensation if over 40 hours worked during a workweek (Sunday through Saturday). Please note: no overtime hours expected. Position is part-time during the school year.

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

*Drug, Alcohol, and Tobacco Free Employer.*

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

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