



Direct Support Professional (DSP)

Entry Level Pay - \$15.50/hr

Experienced Professional – Up to \$16.50/hr with at least 2 years of experience as a DSP

Pay Rates according to the level of support provided:

DSP 1:1 -- \$15.50--\$16.50/hr

DSP 1:2 -- \$16.50--\$17/hr

DSP 1:3 -- \$17--\$17.50/hr

DSP 1:4 -- \$17.50--\$18.50/hr

******* Services can be provided Remotely/Virtual through Zoom or In-person!

Karina Association is looking for a Community Support Professional to work as part of our Community & Employment Partners Team, serving in the Baltimore County and Baltimore City region. In this role, your accountability focuses on skillfully supporting individuals with developmental disabilities in preparing for, maintaining, and succeeding in their employment endeavors, community living, money management, etc., as a stepping stone toward personal independence.

What does this opportunity give me?

- Community outreach. Work with a diverse population.
- Career Development and growth within the organization. Free training provided!
- Pride. Work for a company that is passionate about our mission and helping people find their path to independence.
- A strong team and support system.
- Impact. Make an immediate difference in someone's life.
- Ownership and responsibility for your position.

What will I do at Karina Association?

- Assist individuals served in exploring their interests and experience and translating that into potential jobs. Help individuals identify their needs and preferences in work schedules, salary, location, and transportation.
- Provide Remote/Virtual Services when the individual cannot go out in the community.
- Actively support individuals in accessing appropriate resources related to community living, housing, money management, health care and transportation to promote their growth and independence.

- Assist individuals in working toward personal independence by supporting the acquisition and incorporation of new skills and building a system of natural supports.
- Deliver customized services tailored to each individual's preferences and personal goals.
- Provide on-the-job coaching to assist individuals in becoming independent on the job.
- Encourage the development of individual's interpersonal skills to create natural supports at their work site.
- Complete daily documentation of the work that was conducted with the individuals toward completing/achieving their goals.

What does Karina Association need from me?

- High school diploma or equivalent, some college is preferred.
- Must have valid driver's license and positive driving record with access to daily use of personal vehicle to travel within assigned region.
- Excellent time management and customer service skills.
- Strong ability to think creatively and develop strong internal and external relationships and resources.
- Availability to work a 20-40 hour work week.
- Technical knowledge to operate a laptop and use Microsoft office suite.
- Must be able to stand for periods up to four hours in duration.

Preferred Skills and Qualifications:

- CPR/First Aid Certification
- DSP and MANDT Certifications provided by Karina Association
- Med Tech, CMT is a plus

What else do I get at Karina Association?

In addition to an amazing company culture and team environment, eligible employees are entitled to an array of company benefits, including:

- Comprehensive health/dental/vision insurance
- Life/Long-term Disability insurance
- Paid time off (annual, sick, holiday)
- Anniversary day off
- Tuition assistance
- Employee referral bonus
- Jury duty leave
- Bereavement leave
- Travel Reimbursement

Karina Association is an Equal Opportunity Employer. We encourage all qualified candidates to apply. It is our policy to recruit, hire, train, and promote individuals without regard to race, color, religion, age, sex, national origin, veteran status, status as a qualified individual with a disability, sexual orientation, or any other category covered by applicable law.