

CherishAbility | Seasonal Support Staff

Role Summary

Seasonal support staff work collaboratively with job coaching staff to assist participants in the Vocational Training Program. Participants in this program are gaining work-readiness skills such as time management, the process of task completion, and social skills that will transfer to other employment opportunities.

Support staff primarily work with participants in and around the cabin and during time off. They help with personal care needs, accommodate morning and evening routines, assist with planning and chaperoning time off, and are on-call to be with participants if they need a break from their jobs. Support staff work closely with the job coaches in advocating for participants, adapting the environment, and they are positive role models.

Essential Duties and Responsibilities

- Study the teachings of Christian Science (CS) and model how to turn thought to God when in need
- Prayerfully support the program and remain on standby for needs that arise
- Cherish each participant's unique strengths and help them recognize and expand upon these
- Refuse to accept limitations or negative stereotypes
- Speak to participants like adults; don't baby them or do tasks for them
- Make thoughtful adjustments as special needs or issues arise
- Act as a chaperone during off-hours
- Implement strategies that assist participants with their morning and evening routines
- Provide care and assistance with personal and overnight care
- Maintain a professional code of respect and confidentiality. (Confidential information refers to any data or information, either personal or business, that is considered private and is not generally known.) Share this type of information only when necessary to assist participants.
- Serve as advocates on behalf of the participants during the program
- Understand the work community and how participants add value
- Support participants in developing professional relationships with fellow crew members and management

Education and Experience

This role requires a minimum of 3–5 years of work experience with individuals with special needs or other caregiving roles.

Qualifications and Skills

This position requires patience, flexibility, tenderness, collaboration, time management, positive interpersonal communication and relationship skills, and creative problem-solving. The ideal candidate is encouraging, compassionate, and helpful with practical day-to-day needs while keeping thought uplifted.

Technology Skills

Microsoft Suite, Zoom, Google Docs/Sheets, familiarity with social media

Time Commitment

This is a seasonal role and the time commitment varies from one- to two-week sessions depending on the job. Travel is required for most vocational programs. It is expected that the support staff will be available for training and that adequate time will be devoted in order to prepare for and get acquainted with the participants.