



## **JOB DESCRIPTION**

**TITLE: RESIDENTIAL COUNSELOR**

**IMMEDIATE SUPERVISOR: TEAM LEADER / FACILITY MANAGER**

### **DUTIES & RESPONSIBILITIES:**

The Residential Counselor will serve as a direct care provider for individuals admitted into Lucas Lodge Residential Group Homes or Respite Care Programs. As it relates to toileting, bathing and overall hygiene issues to include oral hygiene, first and foremost, it is to be understood that a majority of individuals with intellectual disabilities lack the physical dexterity and/or ability to independently take care of their personal needs. Under the general supervision of the Team Leader and Facility Manager, the Residential Counselor will provide partial or full supports and guidance to individuals, oversee physical care, assist in developing acceptable habits and attitudes, manage individual behaviors, implement the goals and objectives of the Individual Service Plan, escort individuals as indicated to training and community activities, ensure the individual's daily needs are appropriately met, ensure the safety and well-being of individuals, assist in maintaining a clean and safe physical environment, and follow other established policy and procedures of Lucas Lodge in caring for individuals within the program.

### **EDUCATION AND EXPERIENCE:**

High school graduate (or equivalent) with at least one year of experience working with developmentally disabled individuals. CNA credential preferred.

### **LICENSURE CERTIFICATIONS REQUIRED:**

Current Virginia Driver's license or Valid Picture ID, Certified in First Aid/CPR, trained in Lucas Lodge LLC's Behavior Management program.

### **MINIMUM KNOWLEDGE, SKILL AND ABILITY:**

- Ability to work effectively with developmentally disabled individuals.
- Ability to clearly communicate both orally and in writing.
- Ability to provide safe supervision of individuals.
- Ability to identify individual strengths and monitor changes in health and mental status.
- Ability to read, understand and implement the objectives in an individual service plan.
- Basic knowledge of mental retardation and developmental disabilities.
- Possess a caring attitude.
- Enjoy working with others.
- Demonstrated experience in working with intellectually disabled persons.



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### **GENERAL DAYS AND HOURS OF WORK:**

Residential Counselors are scheduled for varying shifts, twenty four hours a day, seven days a week. Holidays and weekend work may be required.

### **PHYSICAL DEMANDS:**

Daily work is not sedentary but rather, this is a physically active position. Assignments may require an ability to assist direct care staff in the care of individual's activities of daily living (ADL's) and may require heavy lifting. Work is primarily inside, but frequent travel by automobile may be required during scheduled community outings and other assigned activities that require travel. Work may frequently involve physically assisting individuals with ambulatory difficulties.