

ILS Life Coach

COMPASS, LLC (based in Redding)



Hours: 25 - 40 hours per week

Wages: \$12 - \$15 per hour

Benefits: Health, dental, vision, retirement 401(k)

Costco membership provided after specific time on the job

Positions are located in Tehama County

Compass helps adults with developmental disabilities live independently in their own home through supported and independent living services. Their staff walk beside their clients offering education on choices and life skills, or companionship and personal care. Their service empowers their clients to make decisions about how and where they live their lives. Compass services many counties, including Tehama.

The Life Coach (LC) Mission is to ensure quality individualized services to all people we serve by leading in partnership with clients, leadership within the service team, communication with appropriate stakeholders and helping achieve both individual and corporate growth

Qualifications and Requirements:

1. Education and Experience:

- a) Bachelors Degree or equivalent
Or
- b) Associates Degree or higher
And either
- i. 90 days employment with COMPASS, LLC
Or
- ii. 2 Years of previous relevant experience as a teacher, coach or paid mentor/trainer
Or
- c) 5 years of previous relevant experience as a teacher, coach or paid mentor/trainer

2. Transportation:

- a. Valid California driver's license
- b. Clean driving record (DMV printout is required)
- c. Current vehicle registration and use of a safe vehicle in good running condition during shift hours
- d. Valid automobile insurance for that vehicle and all passengers

3. Knowledge, Skills and Abilities

- a. Bilingual in English and Spanish are preferred
- b. Knowledge of State and Federal laws that affect Adult Protection, Developmentally Disabled, and Vulnerable Adults
- c. General knowledge of mental health issues
- d. Knowledge of the principals, methods and techniques of social work
- e. Knowledge of employee supervision and management principles
- f. Knowledge of adult education and training principles
- g. Knowledge of personal health-care practices and principles
- h. Knowledge of the principles of home management and emergency preparedness
- i. Knowledge of the elements of nutrition and meal planning
- j. Knowledge of the aging process, developmental disabilities and accompanying behaviors
- k. Knowledge of the emotional problems accompanying illness
- l. Skill in record keeping and skill in oral communications
- m. Ability to interview people to obtain accurate information

- n. Ability to mediate between people in conflict, skills in interpersonal relations, knowledge of the dynamics of individual and group behavior
- o. Knowledge of human growth and development; knowledge of social and economic problems
- p. Knowledge of community services
- q. Ability to analyze complex situations, negotiate for case planning and evaluate for potential improvement
- r. Ability to present complicated case information clearly and concisely
- s. Ability to organize work effectively and complete deadlines despite frequent interruptions
- t. Ability to maintain effective communication with clients, co-workers and community organizations
- u. Ability to work under stressful conditions and to remain calm and objective
- v. Consciousness of LC's own values and how they may influence professional decisions and coaching provided to clients

Job Description:

LC's will develop strong partnering relationships with their clients, helping them to achieve their ISP goals.

- a. Effectively build and maintain healthy relationships for the sake of the client's health and wellbeing
- b. Coach clients in self-direction and advocate on their behalf when necessary. Encourage growth and recognize their autonomy while also being attentive to reduce their risk of harm
- c. Effectively coach clients to pursue and achieve their Individual Service Plan (ISP) goals in their home and community. Prepare content and vary style for individualized coaching in the following categories:
 - i. Meal & Menu Planning
 - ii. Money Management
 - iii. Parenting
 - iv. Personal Health, Wellness & Hygiene
 - v. Self Advocacy, Communication & Paperwork
 - vi. Sexual Health & Safety
 - vii. Shopping in a Natural Environment
 - viii. Use of Medical & Dental Services
 - ix. Use of Public Transportation
 - x. Cleaning
 - xi. Behavior Management/Diversion Planning
 - xii. Community Resource Awareness
 - xiii. Home & Community Safety
 - xiv. Housing Search
 - xv. Community Integration
 - xvi. Independent Recreation & Participation
 - xvii. Other
- d. Help each client identify and clarify their goals and dreams.
- e. Assist client in coordinating with other programs and resources including SSI, Medi-Cal, IHSS, Counseling, Payee, etc. Maintain a high level of professionalism with all clients, including strong and healthy boundaries to ensure client independence
- f. Participate when requested in the Interdisciplinary Team process, IPP and ISP meetings.
- g. Demonstrate ability to make appropriate judgment calls when serving clients (all affiliates)
- h. Promotes healthy relationships between their clients and people in their client's life
- i. Provide instruction and help accessing resources necessary for clients to identify and reach their destiny
- j. Assist client with identifying, securing and using needed equipment and therapies

To apply: Email resume and Standard Application to Tyler Cote at TCote@compasscares.com, or come in person to the Redding location at 1020 Market Street.