



Thrive Direct Support Professional (DSP)

Pay: \$21.00 per hour

Full Time

Monday to Friday 8am to 4pm

ABOUT ArcMorris

ArcMorris was established by a group of parents advocating for children affected by intellectual and developmental disabilities (IDD) and was incorporated in 1953. ArcMorris is a 501(c)(3) nonprofit organization and is now the leading provider of services for people affected by IDD and their families in Morris County, NJ. Programs include residential housing, respite housing, day habilitation, recreational, day camp, college, pre-vocational, and family support services.

The **Thrive DSP** works as part of ArcMorris' Comprehensive Day Program for individuals with Intellectual and Developmental Disabilities (I/DD) who present challenging behaviors or high-acuity needs. This role focuses on providing individualized supports that promote skill-building, therapeutic engagement, and community integration. The DSP ensures person-centered care through structured daily activities, positive behavior supports, sensory-friendly environments, and access to high-acuity medical and behavioral services.

Key Responsibilities (include but are not limited to):

- Conduct assessments of behavioral patterns, triggers, communication styles, and medical needs.
- Develop and implement Individualized Support Plans (ISP) in collaboration with families and a multidisciplinary team.
- Provide structured daily routines, visual supports, and skill-building activities to promote independence.
- Facilitate community integration through group outings, volunteer opportunities, sports, and other activities.
- Implement positive behavior supports, follow behavioral plans, and assist with de-escalation/crisis intervention.
- Provide transportation to appointments, recreation, and community services.
- Assist in menu planning, shopping, money management, and meal preparation with consumers.
- Attend staff meetings, individual supervision, and trainings.
- Complete daily documentation, including IHP progress notes.
- Administer medications according to procedures and maintain compliance with all policies.
- Maintain professional rapport with each consumer to ensure safety, dignity, and inclusion.
- Support consumers in environments where behaviors may fluctuate, sometimes creating hazardous situations.
- Perform additional duties related to program operation as directed by supervisors or senior leadership.

Qualifications:



- High School Diploma or equivalent (required). Associate's or Bachelor's degree in Psychology, Social Work, Special Education, or related human services field preferred (required for leadership or specialized roles).
- Experience supporting individuals with I/DD, especially those with challenging behaviors and/or high-acuity needs.
- Demonstrated ability to implement individualized behavior support plans and de-escalation strategies.
- Strong crisis management and collaboration skills.
- Empathy, patience, adaptability, and a commitment to supporting individuals with I/DD.
- Strong verbal, written, and observational skills.
- Ability to work collaboratively within an interdisciplinary team.
- Valid Driver's License (required).
- Must meet ArcMorris and DDD policy requirements and cooperate with inspections or investigations as needed.

Benefits Snapshot (for eligible employees):

- **Medical/Prescription Insurance**
- **Dental Insurance**
- **Vision Insurance**
- **403(b) Thrift Plan**
- **Life Insurance**
- **Lifestyle Savings Account**
- **Supplemental Insurance**
- **Legal Insurance**
- **Employee Assistance Program**
- **Long-Term Disability**
- **Paid Pre-Employment Physical/Mantoux Testing**
- **Hepatitis B Inoculation**
- **Vacation Days**
- **Holidays**
- **Personal Days**
- **Sick Time**
- **Birthday Day Off**
- **Flexible Spending Account (FSA)**
- **Direct Deposit**
- **Training**
- **Mileage Reimbursement**
- **Payment for Meals and Leisure-Related Consumer Activities**
- **Tuition Assistance**
- **Employee Recognition**

Contact Gene Rossi, Recruiter, at (973) 326-9750 x244 or Gene.Rossi@ArcMorris.org.

APPLY NOW

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