



Ascendigo Autism Services, Inc.

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Job Description for: Summer Camp Coach	As of: 02/05/2020
Reports to: Adventures Director & Assistant Director & Coordinator	Section: Ascendigo Adventures
Classification: Summer - Full Time Seasonal	Term: June 7 – August 9

<p>About Ascendigo: Ascendigo is a nonprofit organization that enhances the lives of children and adults living with Autism Spectrum Disorder through outdoor and sports education, adventure camps, community integration and an array of autism focused behavioral health services. We are headquartered in the beautiful Roaring Fork valley of Colorado and provide programming from Aspen to Rifle.</p>
<p>Clinical basis: Ascendigo, welcomes people ages 5 and up with Autism Spectrum Disorder, including classic Autism, Pervasive Developmental Disorder, Not Otherwise Specified (PDD-NOS), Asperger's and related diagnoses. Our skills trainers and sports specialists use positive reinforcement across our behavioral services, educational, and sports programming based on a clinical modality based on the Denver model - a Naturalistic Development Behavioral Intervention. Clinical services, oversight and ongoing staff training are under the auspices renowned autism expert Diane Osaki and her group, as well as our in-house Board-Certified Behavioral Analyst.</p>
<p>Adventure Camps: Participants of any athletic ability can succeed. We pride ourselves in ensuring progress in our sports while having lots of fun. Current sports and outdoor programming include summer, fall and winter camps and individualized services. We continually seek to expand our offerings. Camp activities include hiking, climbing, river rafting, lake & boating sports, biking (mountain & road), horseback riding - as well as winter skiing and snowboarding at Aspen/Snowmass.</p>
<p>Behavioral Intervention Services: Community integration and behavioral health activities include our Adult Enrichment programs serving the RF valley out of Carbondale, and upcoming programming for school age children.</p>

General Staff Requirements: All our staff help to ensure that our programs and services contribute to our mission, reflect the organization's priorities, and meet the expectations and needs of the families we serve, our donors and the Board of Directors. Each staff member should act in a professional manner, exhibit behavior to the general public and our families, which reflects positively on our organization, and be respectful of our participants, their families, and other staff. A sense of responsibility, and concern for confidentiality are expected. We value and like working with people on the autism spectrum and are rewarded by their success in our programs – we are looking for staff that feel the same.

Hiring and continued employment is contingent upon the following:

- Compliance with all Ascendigo licensing requirements relevant to your position.
- Compliance with good practice standards of care for special needs children and adults.
- Compliance with Ascendigo written professional standards and Ascendigo policies and procedures, including a no alcohol/no drug policy while on duty or at any time when present at an Ascendigo managed facility or activity.
- Three positive character references, clean criminal background checks, clearance to work at Ascendigo by your healthcare professional, and agreement to abide by the Ascendigo Employee Handbook.
- Completion of any required online learning modules prior to arrival.
- Successful completion of the Ascendigo hosted prerequisite trainings required for the program in which you will be hired. Depending on the program, this will include some combination of CPR/First Aid, sports proficiency training, autism training, and local terrain orientation.
- Adequately carrying out the job responsibilities outlined herein.

Confidentiality: In the course of performing and fulfilling your duties, you may have access to and/or be entrusted with confidential information concerning Ascendigo, its donors, or its participants and their families. You agree that you will not disclose any such confidential information to any outside party, except as required in the normal course of your engagement. You will take all reasonable precautions necessary to secure Ascendigo's materials, electronic, intellectual and otherwise, and to protect the privacy of employees, volunteers, campers and their families, and donors.

Program Staff Requirements: Program staff, which includes all staff with direct client contact, will work under the direction of Ascendigo management as well as both our in-house and consulting behavioral health professionals. We expect our staff to create and maintain a positive learning environment and to prioritize the health, safety and comfort of our participants - use good judgment and ask for help when needed. Program staff will be asked to attend several staff meetings each week and to be available to Ascendigo management for ongoing discussions and feedback. We ask the program staff to maintain open lines of communication with parents and families. In many ways, you are in the guest services business and this means the highest level of guest service and satisfaction is expected.

Job Summary:

Ascendigo Coaches are our version of camp counselors, but with a focus on supporting and advocating for our participants on the Autism Spectrum. Depending on where you are in the scheduling rotation, you could be helping a participant get ready for the day, spending afternoons in arts, crafts, bicycling, music and other activities; and/or going out and participating in the core sports during the day shift with your camper. You will be scheduling each week and paired 1:1 with a camper that is a good fit for your personality, coaching style, and skill set. Coaches will also rotate staffing weekend activities. Coaches help our participants with daily living and social skills, including appropriate coping skills, dining with our participants and assisting in nighttime hygiene routines and getting to sleep. Coaches will be trained on our core sports and will be assisting Sports Specialists with the implementation of our core sports programs. Coaches also may need to assist with nighttime behaviors and may be on-call for overnight duties.

Salary range is based on relevant experience, education, years at Ascendigo, relevant certifications, and availability.

Essential Job Functions:

- Passion for Ascendigo's Mission
- Experience in camping logistics and outdoor recreation preferred
- Valid Colorado or U.S. Driver's License with clean driving history
- At least 18 years of age
- Documented professional experience in direct care of people with ASD preferred
- CPR/First Aid Certification
- Work directly with participants during the season and other specified programs as needed
- Attend necessary workshops, events, and training seminars
- Make sure families are receiving the communication they need during camp sessions, including the critical end of camp debriefing and documentation on experience and gains at camp, so that families see the value of what Ascendigo does.
- Create and adhere to risk management procedures
- Personal cell phone to stay in communication with families and staff

The differentiation between an Intern and a Coach is a minimum of 6 consecutive months of documented professional experience working in direct care of people with ASD or a related field AND a bachelor's degree or higher level of education

Exceptions may be made for individuals with 3 calendar years of full time relevant professional experience but do not have a degree

Previous completion of Ascendigo's internship, will qualify an employee as a coach, despite other qualifications. Ascendigo reserves the right to make these decisions on a case by case basis

Knowledge, Skills, Abilities:

- Ability to effectively instruct participant with ASD
- Ability to observe participant behavior, assess its appropriateness, enforce appropriate safety regulations and emergency procedures, and apply appropriate behavior-management techniques.
- Visual and auditory ability to identify and respond to environmental and other hazards related to the activity.
- Excellent situational awareness
- Able to make sound safety decisions, with little direction
- Ability and willingness to work as a “team” member
- Organized, detail oriented and possess excellent interpersonal communication skills
- Enthusiastic, dependable and a sense of humor
- Willing to follow directions and take initiative
- Understanding of the Ascendigo mission as well as a commitment to be a positive role model
- Even-tempered and able to adjust tasks in accordance with changing priorities

Physical Requirements:

- Physical ability to respond appropriately to situations requiring first aid. Must be able to assist campers in an emergency (fire, evacuation, illness, or injury) and possess strength and endurance required to maintain constant supervision of campers.
- Some physical requirements of the Summer Camp Intern could be endurance related such as climbing, standing, some bending, stooping, and stretching. Requires eye-hand coordination and manual dexterity to manipulate all facets of the activity. Requires normal range of hearing and eyesight to record, prepare, and communicate appropriate camper activities/programs and the ability to lift up to 50lbs.
- Willingness to live in a camp setting and work irregular hours delivering our program in the facility as needed.
- Operate with daily exposure to the sun and heat and varying environmental conditions.