



AIDSAlabama
Housing Is Healthcare

Job Description ~ Open Position: *Resident Advocate - JASPER House*

Reports to	JASPER House Program Coordinator.
Benefits	Zero cost for single/individual BCBS Medical, Life, AD&D, STD, and LTD; Cafeteria Plan (FSA & DCA), Dental, Vision, Retirement with 50% match; Generous Paid Time Off and Extended Leave, Fifteen recognized Holidays, and more.
Hourly Rate of Pay	\$15.00.
Minimum Requirements	High school diploma (or GED); Available to work Monday – Friday and weekends; Reliable transportation, valid driver’s license, auto insurance, good driving record, and proof of COVID-19 vaccination(s); Must successfully complete pre-employment process.
Preferred Qualifications	Previous experience as an attendant or an employee in health care setting.
Overall Mission	To provide the organization support and personal desire to assist AIDS Alabama in obtaining and maintaining the most productive operations possible.

Areas of Responsibility

1. Provide resident supervision while on duty to ensure safety and client rights.
2. Provide basic living training to residents as planned and needed and complete BLS progress notes appropriately.
3. Provide supervision and support to residents during routine facility-based activities (dining, etc.) as well as agency scheduled outings. This also includes helping with Rehabilitative Day and 1917 Peace-Meal program groups and activities, as scheduled.
4. Treat all residents with respect and offer assistance as needed and appropriate.
5. Help make transportation arrangements for resident appointments.
6. Supervise visitors.
7. Practice Managing Crisis Safely behaviors to create a calm and safe atmosphere and resolve conflicts.
8. Submit unusual occurrence reports for all incidents/accidents to supervisor.
9. Report absences (‘call-ins’) to appropriate department head at least two hours before beginning of scheduled shift. Night shift must call at least three hours prior to beginning of scheduled shift to ensure they will be there.
10. Attend departmental and staff meetings as directed or called.
11. Perform specific tasks in accordance with daily work assignments.
12. Must be able to pass and maintain the Medication Assistance Certification (*training and test provided by AIDS Alabama*) to maintain employment.
13. Must attend annual Medication Assistance Update Training and agency required annual trainings.
14. Must attend mandatory quarterly MAC meetings with JASPER House Nurse.
15. Must abide by MAC and DNP guidelines in assisting residents with medications and medical treatments and complete medication administration records (MAR) as supervised, reporting medication errors and perceived medical problems of residents to supervisor and MAS Nurse as soon as possible.
16. Assist the MAC RN with MAR monitoring for correctness.
17. Assure that assigned work areas are maintained in a clean, safe, and sanitary manner.
18. Report all hazardous conditions or equipment to the supervisor or Housing Director as soon as possible.
19. Follow established fire safety policies and procedures.
20. Keep work/assignment areas free of hazardous objects, unnecessary equipment, supplies, etc.
21. Inspect client rooms for cleanliness as directed.
22. Assure that the laundry area is maintained in a clean, safe, and sanitary manner.
23. Wear protective clothing and equipment when handling infectious waste.
24. No sleeping while on duty.
25. Other duties as assigned.

Work Environment

1. Schedule – Work hours are full time based on the needs of the consumers, the consumer’s family, and the agency.
2. Physical Requirements – May lift up to 50lb.; long periods of standing, stooping, bending, and sitting. Employees must be able to climb stairs, read documents, respond to written communication, and able to hear and understand the English language.
3. Cultural/Environmental – Must be comfortable working with individuals and/or family members living with HIV (or other STIs), as well as those with impaired cognitive behaviors, individuals experiencing homelessness, LGBTQ individuals, and members of various racial/ethnic communities.

Overall Expectation

Represent the agency through all methods of communication in a way that reflects the agency’s mission. Adhere to all AIDS Alabama, Inc. Policies, Procedures, and Guidelines (including, but not limited to, Human Resources, Finance, Operational, and Housing) as presented and as adapted. Establish a strong, solid line of communication with all levels of employees and external business partners. All employees are expected to perform and communicate openly, effectively, and professionally with staff members, consumers, and external business partners. Must be willing and able to complete all trainings in obligatory timeframes. All employees are expected to perform in a mature, professional, business-like manner. Participation in agency activities, testing events, and fundraisers is expected as necessary and requested. Be aware that breach of confidentiality is grounds for dismissal. This job description can be modified to reflect additional tasks.

AIDS Alabama expects staff to create a safe space in which all people are valued, respected, and treated with dignity; sexuality is accepted as a healthy part of being human. In such a space, all people would be celebrated for who they are and provided with the economic, educational, and social opportunities to reach their full potential.

AIDS Alabama is an equal opportunity employer.

Employee’s signature

Date

Human Resources signature

Date