



**Now Hiring: Compassionate, engaging people  
who want to make a difference**

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*Immediate Opening  
Full Time*

**Associate Director of Residential Services**

We encourage you to apply for our Associate Director of Residential Services Position. In this position you would be responsible with the overall operations and regulatory compliance of licensed and unlicensed group homes. The Associate Director under the leadership of The Director of Residential Services will serve as a liaison between group homes and DHHS, OADS, Fire Marshall, and DHHS Licensing. The Associate Director will support and supervise Residential Managers to ensure completion of the day to day operations within a group home. This includes, providing crisis support, compliance with documentation and on going training of managers and direct care staff.

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**Position Requirements**

- Must have working knowledge of the Intellectual Disabilities Field
- 3 years supervisory experience is required.
- Supervision of assigned site managers / supervisors to include annual evaluations, providing crisis support and problem solving strategies.
- Support assigned managers / supervisors as appropriate in the hiring, supervision and evaluations of DSP's.
- Provide general support and documented routine supervision for assigned managers / supervisors as it pertains to operations of and service delivery at assigned residential programs.
- Ensure that assigned managers / supervisors are trained in IA policies and any applicable DHHS regulations.
- In partnership with site managers / supervisors, develop, implement and offer program changes and initiatives to improve the quality of services provided.
- Support of assigned managers / supervisors as necessary in the management of staff schedules ensuring proper, and shared as necessary, coverage for all residential programs.

Independence Association offers competitive pay, mileage reimbursement and benefits.

**To Apply**

Email: [lharvey@iaofmaine.org](mailto:lharvey@iaofmaine.org)

Call: 207-725-4371

Apply in Person at  
87 Baribeau Drive,  
Brunswick, Maine 04011  
Attn: Laura Harvey

*Please apply by October 12, 2017.*

**Independence Association, Inc.** is a non-profit that assists adults and children with disabilities in obtaining full and inclusive lives in their chosen communities. We believe that persons with disabilities, when given opportunities for individual choice, appropriate supports, and community involvement, can have full, rewarding lives as workers, students, artists, citizens, friends, and neighbors.

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**Independence Association is an Equal Opportunity Employer**

Open 24/7/365

[www.independenceassociation.org](http://www.independenceassociation.org)