

Job Title: Job Coach
Status: Full-time / Non-exempt
Reports to: Director of Employment Services
Department: Employment
Hourly Rate: \$20.00 + mileage reimbursement

General Purpose:

Easterseals Colorado is a nonprofit organization dedicated to empowering individuals with intellectual and developmental disabilities to live, learn, work, and play in their communities. As part of the Employment Services team, the Job Coach plays a vital role in supporting this mission by providing direct, on-site coaching to individuals with disabilities at their places of employment. This is a remote position that requires travel to various job sites to ensure participants receive the guidance and support needed to thrive in their roles throughout the Denver metro area.

Essential Duties/ Responsibilities:

- Provide on-site, individualized support to clients with intellectual and developmental disabilities to help them maintain employment and build workplace skills.
- Foster trusting, collaborative relationships with clients to encourage independence, confidence, and long-term success in competitive employment.
- Build positive relationships with employers by offering education and support that promote inclusive workplaces and successful job placements.
- Assist clients in learning new tasks, adapting to workplace expectations, and navigating challenges as they arise.
- Collaborate with interdisciplinary team members to ensure coordinated care and share insights that support client progress.
- Maintain accurate and timely client records in accordance with program standards and regulatory requirements.

The essential duties and responsibilities listed above are not intended to be an exhaustive list of all tasks, responsibilities, or qualifications associated with this position. Duties may evolve based on program needs, client goals, and organizational priorities.

Position Qualifications:

- Minimum of 1 year of experience in a field related to training, employment, or vocational support.
- Valid Colorado driver's license and access to reliable transportation for travel to job sites.
- Ability to pass all required State and Federal background checks, including Motor Vehicle Record (MVR) screening.
- Prior experience working with individuals with disabilities and/or in employment services.
- Strong interpersonal skills with the ability to build relationships and communicate effectively across all levels, including employers and clients.
- Deep belief in the principle that every individual—regardless of disability—has the potential to succeed in competitive employment.

Physical Requirements and ADA Accommodations

This position may involve tasks that include lifting, carrying, pushing, or pulling items weighing up to 50 pounds. It also frequently requires physical activities such as sitting, standing, walking, bending, squatting, kneeling, and reaching. This role does require travel and the ability to navigate various community environments.

Benefits Offered

At Easterseals Colorado, our employees are our most valuable asset—and we are proud to invest in their well-being. We offer a comprehensive benefits package designed to support your health, financial security, and work-life balance, including: medical, dental, and vision insurance with a portion of the premiums employer paid; Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA); Retirement Plan to help you plan for the future; Employee Assistance Program (EAP) for confidential support and resources; Paid holidays and generous Paid Time Off (PTO).