

JOB DESCRIPTION

JOB TITLE: Deaf Advocate
EMPLOYER: Deaf Community Services of San Diego, Inc
DEPARTMENT: Client Support Services
REPORTS TO: Client Support Services Director
ANNUAL SALARY: \$40,000-\$47,000, BOE

SUMMARY: The Deaf Advocate provides a wide variety of group and individualized case management and advocacy services to DCS Clients and Community members. Utilizing empowerment techniques, the Advocate supports client service plans and teaches clients to become self-advocates and develop independent life skills. The Advocate also works with the Program Director to educate the public.

DUTIES AND RESPONSIBILITIES:

- Assesses client needs and develops service plans and strategies to assist in achieving goals and obtain the services and resources needed
- Provides direct case management and advocacy services to consumers in a variety of settings including but not limited to social security, Housing/Section 8, Medi-Cal, IEP etc.
- Attends clients appointments offsite, as needed
- Teaches, empowers and inspires self-confidence and independent living skills
- Advocates for communication access, appropriate accommodations and cultural understanding
- Works with the Program Director to establish client outcome goals
- Completes data entry and maintenance of required charts, reports and outcome measures via electronic database called Salesforce
- Develops, coordinates and presents self-advocacy and empowerment courses and workshops on a variety of topics relevant to the San Diego Deaf Community
- Works with Director to develop workshops and trainings to educate the public on Deaf rights, ADA, communication access and other anti-discrimination laws and other presentations as deemed appropriate/requested
- Maintains confidentiality and privacy standards in accordance with agency policies and applicable regulations and laws including HIPAA
- Other duties as assigned

QUALIFICATIONS:

- Bachelor's Degree in Human Services or related field, required
- Masters in Counseling, Rehabilitation, Social Work, desired
- Minimum of two years' experience providing case management, advocacy, client services or similar preferably in a social services setting with deaf and hard of hearing population
- Thorough familiarity with American Deaf Culture and knowledge about Deaf and Hard of Hearing population
- An understanding of current issues related to Deaf and Hard of Hearing population
- Knowledge of San Diego resources and public transportation

COMPETENCIES:

- **Adaptability** - possess ability to adapt to various backgrounds of clients, ability to adapt to new and evolving changes within the organization.
- **Quality** - possess the ability to feed data into database that is qualified for tracking and audit purposes. Possess immaculate data-keeping quality for tracking client progresses
- **Dependability** - possess the ability to be independent in daily activities but also be somebody to depend on when agency has a need

- Interpersonal - possess the ability to work with clients, staff, and stakeholders of various backgrounds
- **Teamwork**--Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.
- **Equity**--Demonstrates knowledge of EEO policy; Shows respect and sensitivity for cultural differences; Educates others on the value of diversity; Promotes a harassment-free environment; Builds and supports an equitable workforce.

BENEFITS: DCS offers a comprehensive employee benefit package to full-time employees which includes medical, dental, vision, life insurance and long term disability. Flexible Spending and Dependent Spending Accounts, as well as, other voluntary benefit coverages. All employees have access to an Employee Assistance, Discount Program and 401K retirement options.

OTHER BENEFITS: Generous paid Personal, Sick and Vacation leave for full time employees. In addition, DCS observes twelve paid Holidays per year

APPLICATION DEADLINE: **Open Until Filled**

TO APPLY-submit the following:

Resume, typed; and 2. Cover Letter, video in ASL

Email: careers@dcsosfd.org

Human Resources Deaf Community Services of San Diego, Inc.
1545 Hotel Circle South, Suite 300
San Diego, CA 92108

Fax: (619) 398-2444