

CITY OF LOWELL
Job Description
Please Post ~ December 10, 2013
Deadline ~ December 24, 2013
Career Center of Lowell
Career Advisor I

Job Title: Career Advisor I (1100-DH07, 1959)
Department: Career Center of Lowell
Reports To: Career Center Manager: other designated personnel
Salary: \$41,868.84 (min) to \$49,084.36(max), per City Ordinance; Grant Funded
35 hr work week

SUMMARY

Lead the Disability Employment Initiative team in serving individuals with disabilities, under the Ticket to Work program, to improve employment outcomes through the utilization of the Career Center's function as an Employment Network. Oversee the assessment, individual counseling, job development/job placement assistance, and transitional support services as well as the tracking of each participant as they progress through the program to job placement in order to meet the goals of the Grant.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Oversee and direct staff that will assist Social Security Disability Insurance (SSDI) "ticket to work" customers, to access the wide variety of programs available to support their successful entry or re-entry into the workforce, connecting such individuals to those programs and the benefits, services and/or supports that they provide and following up to assure that each individual is receiving the level of benefits, services and/or supports needed to be successful in employment.
- Monitoring the follow up on services to assure that each individual is receiving the level of benefits, services, and/or supports needed to be successful in employment.
- Conduct outreach to and recruit from the disability community and the organizations that work with the SSDI population
- Participates in a team approach in determining the customer's suitability for participation in training programs; prepares training documentation
- Guides the DEI team in providing job search assistance which includes developing resumes, cover letters and a Career Action Plan- Individual Employment Plan.
- Work with employers to identify job opportunities for SSDI "ticket to work" customers.
- Manage and track the team's ability to meet goals/performance standards
- Work in cooperation with the State-level DEI Project lead to further the goals of the program.
- Effectively present information to the public (business groups, disability groups, CBOs etc.) on employment services, work incentives, job accommodations, and benefits of employment of persons who are receiving SSDI benefits.
- Serves as a resource to the workforce investment staff within the service area to ensure the availability of comprehensive knowledge on Federal, State, local and private programs that impact the ability of persons with disabilities, specifically SSDI participants, to enter and remain in the workforce.

- Serve as a resource to the business sector on issues and programs related to people with disabilities such as universal design and accessibility, availability of assistive technologies, tax incentives and reasonable accommodations
- Serve as point of expertise on programs and services that impact employment of employability of people with disabilities, specifically SSDI participants such as health care options, transportation and housing supports
- Substantiate that all program services, activities and notes are documented in MOSES.
- Other duties as assigned.

OTHER SKILLS AND ABILITIES

Ability to understand and be sensitive to the needs of economically disadvantaged. Ability to communicate well and maintain effective working relationships with different constituencies. Must have excellent written and oral communication skills and be able to maintain detailed records on an automated and/or manual system. Strong presentations skills. Skills in advocacy for persons with disabilities.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Undergraduate Degree from four-year college or university in a related field, i.e., Business, Marketing, Human Services, and/or Humanities or equivalent preferred. At least three to five years' experience in employment and training programs. Experience working with the disabled/SSDI population. Knowledge of ADA issues, and familiarity with the local community agencies that work with the disability and SSDI community.

LANGUAGE SKILLS

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rates, ratios, and percentages based on established guidelines published by the State and/or Federal government.

REASONING ABILITY

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of information and instructions furnished in written, oral, diagram, or graphic form.

CERTIFICATES, LICENSES, REGISTRATIONS Must possess a valid driver's license.

COST ALLOCATION CLASSIFICATION

The person occupying this position must document and be able to support appropriate allocation of their time. The guidelines to be followed shall be the allocation plan of the City of Lowell/Career Center of

Lowell. This position is funded through the administrative allocation of all agency State and Federal Grant funding sources.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel. The employee is occasionally required to walk, sit, reach with hands and arms, and talk or hear. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is occasionally exposed to risk of electrical shock (electrical outlets) The work environment is very fast paced. The noise level in the work environment is usually moderate.

The City of Lowell is a smoke and drug free employer and requires a physical with drug screen and CORI, post offer.

Qualified individuals send resume and/or application to the Human Relations Office, RM 19, City Hall, Lowell, MA 01852 by 4:00 PM: Deadline ~December 24, 2013. Applicants may also email resume and/or application to cityjobs@lowellma.gov

EOE/AA/504 Employer