

# START A REWARDING CAREER AT ALLIES, INC.

*Career growth. Great benefits.  
The power to make a difference.*



## ABOUT ALLIES, INC.

Allies, Inc. is a leading New Jersey nonprofit agency dedicated to supporting youth and adults with intellectual and developmental disabilities in achieving their highest level of independence. Allies accomplishes this through comprehensive programs and services designed to meet the specialized needs and goals of each person we support. Currently we serve over 400 individuals throughout the state of New Jersey.

## OUR HISTORY

Allies, Inc. was founded in 1999 with the purpose of finding the best homes and providing the highest quality of support services to enhance the physical, social, and emotional lives of people with special needs. Since then, we've grown from two volunteers to a vibrant organization with over 800 employees dedicated to helping people with special needs achieve their dreams.

## HOW WE MAKE A DIFFERENCE

Our dynamic and innovative staff implement programs that support the "whole person." We take great pride in offering services and solutions that are as individualized and unique as each person we serve.

### Supports include:

- Residential services such as in-home care and support
- Housing including group homes and supervised apartments
- Health services including medical, nursing, and behavioral support
- Vocational services that provide individuals with the skills to find and maintain meaningful employment
- Day habilitation and recreational programs that offer individuals the opportunity to enrich their lives and actively engage in their local communities

**“ I have worked for Allies for over 20 years and I appreciate all of the training and education that they provide to their employees. They really give you the tools needed to succeed at understanding and working with people with disabilities. You learn how to identify their strengths, maneuver behaviors, focus on their capabilities and help them grow. The skills and guidance that I have received here have also helped me grow in my everyday life as well. ”**

**Deresa Thomas,  
Community Support Staff**

**“ I love being a CSS because I feel like I'm making a difference in the lives of individuals of various backgrounds and status. I enjoy working for Allies because they celebrate diversity, they are always growing, and they value accountability and honesty. ”**

**Mohamed Siddiqui,  
Community Support Staff**

## JOIN OUR TEAM

We are here to help you grow in your current career or start your journey on a brand new career path. At Allies, you'll have the opportunity to work with passionate and talented people in a supportive and positive environment. We celebrate the diversity of our staff, and value sharing new ideas and different perspectives. We work together with the common goal of enhancing the lives of those with special needs.

## WHY CHOOSE US

Allies aims to be an employer of choice and we offer a generous benefit plan that includes paid time off, a comprehensive healthcare plan, the support to grow and develop professionally, and more.

### Highlights of our benefits include:

- \$1,000 - \$2,000 in sign-on bonuses\*
- Flexible schedules
- Training and advancement opportunities
- Medical, dental and vision insurance\*
- Prescription drug program\*
- Paid vacation, holiday, and bereavement time\*
- Paid sick time
- 401K plan with 4% company match
- Employee referral bonus
- Employee discount programs
- Employee Assistance Program
- Tuition assistance - \$2,000 for FT employees per calendar year\*
- Educational partnerships with universities and colleges that unlock deeply discounted tuition rates and/or special programs that fit your busy life.

*(Berkeley College, Capella University, DeVry University, Drexel University, Harcum College, Kean University, Philadelphia College of Osteopathic Medicine, Purdue University Global, Rowan College at Burlington County, University of Arizona Global Campus and others.)*

*\*For eligible positions*

**“ I enjoy my job at Allies because it provides me with the opportunity to help individuals with disabilities conquer their daily challenges and anything life throws their way. I’m there to celebrate their success and help them through their difficult times. This is not just my job, but my career and my calling. My life is enriched by the individuals I serve. I appreciate working with professionals that I can learn from, and who will push me to take on new and challenging opportunities. ”**

**Patricia Lawes,  
Support Manager**

**“ Allies is a company that shows appreciation for their staff. They welcome staff growth and support their development. They also encourage staff to pursue opportunities for advancement. ”**

**Lorriana Dix,  
Executive Director**

Allies also offers perks that reduce costs and make things easier in your personal life – from auto dealership discounts, pet assurance, and pre-paid legal support; to discounted tickets for sporting and cultural events, theme parks, hotels, spas and more through Workingadvantage.com.

## CAREER PATHS AT ALLIES

At Allies, we offer many different roles that give you the power to make a difference in the lives of people with intellectual and developmental disabilities (IDD), while enjoying a rewarding work experience. Part-time, full-time and per diem positions are available. We invite you to learn more about these roles below.

## RESIDENTIAL PROGRAM MANAGEMENT AND STAFF

**Program Managers** and **Support Managers** are responsible for the overall management of a residential program for people with IDD to ensure that they receive the support, activities, and care they need in a safe and nurturing environment. The day-to-day operation of group homes is their responsibility as well as supervising staff and overseeing the training of new staff in the homes. They also work in cooperation with administrative staff and Support Coordinators to develop and implement Individual Service Plans.

**Community Support Staff (CSS)**, also known as Direct Support Professionals, provide compassionate care and support to people with IDD. They perform this work in a residential setting, such as a group home or supervised apartment. CSS are responsible for assisting individuals with daily living activities and helping them acquire the physical, intellectual, emotional, and social skills needed to live as independently as possible. They also support individuals in becoming active members of their community.

**“ I enjoy working at Allies because I truly feel like they invest in me as an employee. I participated in Allies’ New Horizons Essential Managerial Skills Program, and I was overjoyed to experience opportunities to develop my skills and learn more. My colleagues are incredible and I feel respected and valued. In addition, I love my position because I look forward to mentoring and guiding those we serve; and helping them unleash their true potential each day. ”**

**Anthony Visco,  
Support Manager**

**“ I enjoy being a CSS because I love to help others. I love educating them and connecting with them. My favorite part is seeing how the individuals I support evolve. It’s a great feeling to know that because I believed in them, and gave them important skills and tools, that they were able to transform their lives and become more independent. ”**

**Mattie Byrd,  
Community Support Staff**

## DAY HABILITATION PROGRAM/VOCATIONAL MANAGEMENT AND STAFF

**Day Program Managers** oversee our day habilitation programs. These programs provide the opportunity for people with IDD to engage in a variety of person-centered community and site-based activities matched to their unique abilities and needs. Day Program managers and staff develop individuals' critical daily living skills, implement meaningful social and instructional activities, and support the physical, mental, and emotional health and well-being of those we serve. They also engage day program participants in community activities to develop their peer and organizational relationships, encourage leisure interests, and promote community integration including volunteerism.

**Community Integration Support Staff (CISS)** support individuals with IDD in our day habilitation programs. CISS facilitate fun, engaging, and educational activities within the day program facility, as well as through leisure activities, field trips and volunteer work in the local community. They also assist with vocational skill development and cultivating employment opportunities for those we serve.

**Employment Specialists** provide support and guidance to people with IDD so that they can obtain meaningful employment. In this dynamic role they develop community relationships that foster new job opportunities for those we serve, assist individuals with job placement, coach them as they learn their new job, and provide them with the skills and knowledge necessary to work proficiently and independently.

**“ I began working with Allies as a Community Integration Support Staff member. I have increased my knowledge and developed my skill set and have moved upward into a day program management position. I enjoy providing services to adults with intellectual and developmental disabilities. It brings me such joy to support them in developing new skills or discovering new areas of interest. I'm passionate about working with my staff to create and facilitate curriculum that helps those we serve remain active, social, and creative. I look forward to growing more within this field so I can continue providing the highest level of care and support to our individuals within our day program and beyond. ”**

**Jaime White,  
Director of Vocational Services**

**“ Allies is a wonderful company to work for. They always see the potential in their staff and want them to succeed in accomplishing their goals. I enjoy being an Employment Specialist. I like helping those we serve with resumes, job searches, develop social skills and preparing them for job interviews. It's a good feeling to help them become more independent, achieve their goals, and enjoy life in their communities. ”**

**Salvador Diaz,  
Employment Specialist**

## CLINICAL AND NURSING STAFF

**Licensed Practical Nurses** and **Registered Nurses** work in our residential and medical group homes and day habilitation programs to provide hands-on medical care to those we serve. They ensure individuals have access to medical care that meets their unique needs, coordinate visits to medical providers, and advocate on behalf of individuals to ensure the delivery of safe, appropriate, and effective care. Our nursing teams also educate and support individuals so that they can play an active role in maintaining their own health and well-being.

**Behavior Specialists** and **Board Certified Behavior Analysts (BCBA)** work with individuals with IDD to provide interventions that transform challenging behavior into constructive and adaptive behaviors that improve the quality of their lives. This support helps them to flourish and succeed in their community, at home and in their jobs, and achieve greater independence. Behavior Specialists and BCBAs perform assessments on individuals, develop individualized treatment plans, and help implement them with the support of residential and day program staff. They also help those we serve develop social skills, enhance coping skills and self-regulation strategies, and work toward accomplishing their own personal goals.

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**“ It is great to work as a team with my fellow Behavior Specialists at Allies to collaborate and provide outstanding care for our individuals. The support the team provides one another makes a great difference in our ability to help improve individuals’ quality of life. I have been given many amazing opportunities such as attending the Applied Behavior Analysis International Conference and continuing my education. Allies is such an enjoyable place to work and grow. ”**

**Erika Mecchella, Behavior Specialist**

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**“ I enjoy working as an LPN because I love solving problems, helping people, and witnessing their progression – big or small. I like working for Allies because it’s a structured workplace where you can grow within the company and your opinion matters. I prefer it over working at a nursing home or hospital because I can spend more time with each person I serve and give them more attention without feeling hurried. ”**

**Taciea Sassafras, LPN  
Regional Support Nurse**

**“ I love being a Behavior Specialist at Allies because I get to be a part of a team of experienced and empathetic clinicians who understand how to apply best practices in a practical and creative way. No matter what department I find myself working with, every team member is supportive and uplifting, with a shared vision for providing quality support for the individuals we serve. ”**

**Cara Choplin,  
Behavior Specialist**

## ADDITIONAL LEADERSHIP AND ADMINISTRATIVE ROLES

Allies offers a variety of leadership opportunities, from managing programs and services across the state, to administrative positions at our office in Hamilton, NJ. Some of these roles include:

- **Executive Directors** and **Assistant Directors of Residential Supports** hire and oversee residential programs in assigned territories and ensure that they are operating efficiently and in accordance with state guidelines.
- **Quality Assurance Directors** ensure that the delivery of services provided by Allies are continuously monitored and are being implemented in a safe, effective way that meets the high standards of our agency, as well as state regulations. They also assist in the development and training of site managers (Program and Support Managers), and connect with the site managers, Executive Directors, and administrative staff to compile information for review and reporting.

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**““** *I've been with Allies for 13 years. I started out as a CSS then studied to become an LPN. I worked my way up to an LPN Assistant Manager, LPN Manager and I am now a Regional Support Nurse. I appreciated the opportunities I had to grow at Allies once I obtained my nursing license. I enjoy my job because I have a passion for the population we serve. Some of our individuals have complex medical needs and as a nurse, I do my best to advocate for the best medical care for individuals who are historically underserved.* **””**

*Laurie Morgan, LPN, Regional Support Nurse*

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**See back cover to learn how you can start your career at Allies today.** 

**““** *Working with Allies has been more than just an occupation; it has fulfilled my hopes and dreams. I began as a Support Manager and I've worked my way up to an Executive Director. To know I am making a difference in someone's life brings joy to my heart. Allies is like a family that comes together to fulfill and uphold the core values and mission of the agency. Allies stands by their employees, respects them, supports them, and helps them grow.* **””**

*Shynaqua Jarvis,  
Executive Director*

**““** *I enjoy working in this field because I enjoy helping others and improving their lives. Seeing those we serve laugh and participate in activities that they never had access to before moves me and brings me a lot of joy. I appreciate working for Allies because I am supported by managers who are understanding, caring, and professional. I also have time off to spend with my own family. I feel thankful for this opportunity to impact lives by demonstrating how much I care each day.* **””**

*Courtney Teta,  
Lead Community Integration  
Support Staff*

# HOW TO GET STARTED

**START YOUR CAREER AT ALLIES TODAY BY FOLLOWING ONE OF THE EASY STEPS BELOW:**

- View our job openings at [alliesnj.org/careers](https://alliesnj.org/careers)
- Email [recruiting@alliesnj.org](mailto:recruiting@alliesnj.org) to connect with our recruiters
- Call **(609) 689-0136**, ext. 1226, 4384 or 4272 to speak with a recruiting team member
- **Scan the QR code** on right to view open positions

Allies, Inc. is an equal opportunity employer.



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