

Looking for Meaningful, Flexible Work?

JOIN CSAC AS A DIRECT SUPPORT PROFESSIONAL



Are you in a season of life where flexibility matters most—where how you spend your time feels just as important as what you do? Are you looking for work that connects you to others, draws on your life experience, and offers a sense of purpose? The Counseling Service of Addison County (CSAC) might have just the opportunity you've been looking for.

At CSAC, our Community Associates program supports adults with intellectual and developmental disabilities to live full, connected, and self-directed lives. That could mean helping someone get to work, assisting with daily routines, or simply spending time together out in the community—sharing a meal, taking a walk, or pursuing a hobby. **This is relational work, rooted in respect and dignity.** And it matters.

Right now, **we're hiring Direct Support Professionals (DSPs)** to join our team. These are **part-time roles with flexible schedules** that can be tailored to fit your lifestyle. Whether you're looking to stay active, explore something new, or be part of a team that makes a tangible difference, we'd love to talk with you.

Meet Tito Santiago: A Familiar Face with a New Chapter



*"...the reward is in the smiles—
seeing someone thrive..."*
— Tito Santiago, on working at CSAC.

Tito Santiago knows the value of this work firsthand. After a long and fulfilling career in education, he found his way to CSAC—where he now supports adults in the community, some of whom he first knew as students.

"What drew me is the people," Tito says. "It's amazing to be back in their lives and see how much they've grown. People have overcome so many barriers—it's incredible to witness that and be part of it."

Tito works about 32 hours a week and appreciates the way the schedule fits

into his life. "I start early and end early. I have weekends off for home projects. **It affords me the time to do what I want** to do—and I still get paid time off, which is wonderful."

He was encouraged to apply by a former colleague who knew his strengths and believed he'd thrive in this role. "Then I met Molly, who's been a wonderful mentor. She encouraged me to bring my imagination, my experience, and my skills into the work. People here are supportive. It reminds me of where I worked before—it feels like family."

WORK WORTH DOING

WWW.CSAC-VT.ORG

Why This Work Matters

You don't need a background in human services to be a DSP. Some of our team members came from teaching, trades, farming, caregiving, or business. What unites them is a desire to build meaningful relationships, support others in living independently, and be part of a community that values inclusion.

At CSAC, you'll have a strong support network and ongoing training. You'll be working alongside people who care deeply about their clients and each other.

Tito puts it simply: **"This is a community supporting community.** And the reward is in the smiles—seeing someone thrive, knowing you were part of that. That's what keeps me here."

Curious? Let's Talk.

Maybe you've been wondering what's next. Maybe you've been craving more connection or looking for a way to give back while staying active and engaged. Or maybe you're just ready for something different.

We'd love to meet you. There's no pressure—just an open invitation to stop by, learn more, and explore whether this work might be the right fit for you.

To learn more, visit www.csac-vt.org. Your next chapter might be more rewarding than you imagined.



89 MAIN STREET
MIDDLEBURY, VT 05753



JOIN OUR TEAM!

Our dedicated teams work in diverse settings across Addison County—at residential programs, job sites, offices, and in the community—making a meaningful impact every day.

- ♥ Part-time or Full-time. We can make a schedule that will work for almost anyone.
- **Need to be able to drop off and pick up your kids from school?**
- **Are you available overnight? Get paid to sleep!**
- **Do you want to work weekends to earn a little extra?**
- **Be a substitute and only work when you want to.**
- ♥ Positions for a variety of skills & experience levels
 - **Direct Support Staff**
 - **Community Service Managers**
 - **Residential work**
 - **Service Coordinators**
 - **Leadership**

As an employee, you'll gain strong relationships, new skills, and access to benefits like:

- ♥ **Tuition and loan repayment assistance**
- ♥ **Free on-site gym and discounted memberships at local health clubs**
- ♥ **Generous time off**
- ♥ **As well as retirement, disability, and life insurance, health and dental insurance**

Benefits that help you live your best life—in and out of work!

* Part-time benefits eligibility starts at 20 hours a week, full-time at 30 hours.

WORK WORTH DOING

APPLY NOW!
WWW.CSAC-VT.ORG
(802) 388-6751

