



**Golf Inclusion Specialist-** Baker National Golf Course, Hyland Greens Golf Course, Eagle Lake Golf, Glen Lake Golf Course, Clearly Lake Golf Course

*Pay: \$17/hour +mileage*

## **Summary of Job Description**

As a golf inclusion specialist, you will help children and adults with disabilities successfully participate in community-based golf programs. Specialists work directly within Parks and Recreation activities, blending in with staff and participants to foster a welcoming, inclusive environment. The goal is to provide individualized support that promotes skill-building, independence, and positive peer interactions, ensuring participants feel fully included in their community.

## **Essential Job Duties**

- Attend assigned shifts consistently and provide support for last-minute openings when possible.
- Act as an assistant coach, program leader, or instructor alongside Parks and Recreation staff.
- Blend in with program staff by interacting with all participants and running activities in collaboration with staff.
- Provide individualized support such as extra instruction, sensory regulation strategies, behavioral support, activity adaptations, personal care assistance (as needed), or social facilitation.
- Communicate with Parks and Recreation staff to ensure maximum inclusion of the participant.
- Maintain regular communication with families before and after programs.
- Complete shift documentation and keep the Inclusion Manager informed of progress and concerns.
- Be a positive role model by demonstrating respect, patience, courtesy, and maturity.
- Report any concerns about participant safety or staff conduct
- Specialists are onsite at recreation programs in contracted cities and may occasionally be asked to pick up supplies from the Reach for Resources office

## **Minimum Qualifications**

- High School Diploma or GED
- Current valid driver's license and reliable transportation
- Strong written and oral communication skills
- Patience, flexibility, and a genuine interest in supporting others
- Warm personality and positive sense of humor

## **Preferred Qualifications**

- At least 1 year of experience working with individuals with disabilities

- 2+ years of education or experience beyond high school
- Group leadership experience (coaching, teaching, mentoring)
- Knowledge of recreation and community inclusion practices
- Background or coursework in working with people with disabilities, recreation therapy, special education, or related fields
- Technology experience or comfort using apps for scheduling and communication
- Consistent evening and weekend availability

## Working Conditions and Physical Demands

- **Environment:** 95% of time will be spent out in the field at various recreational settings including nature centers, gymnasiums, parks, etc. The other 5% will be spent doing in person and virtual training.
- **Schedule:** Flexible scheduling, typical week will include 4-6 shifts, with a maximum of 36 hours per week.
- **Physical demands:** Moderate lifting (up to 30lbs), sitting and standing, climbing, running, walking/traversing flat or uneven ground, safely driving a vehicle, verbal communication, seeing, hearing, ability to consistently use Technology experience or comfort using apps for scheduling and communication
- **Socioemotional demands:** Ability to de-escalate stressful situations, providing difficult feedback in a constructive or empathetic way to participants, parents, and community partners, demonstrating patience, maintaining professional boundaries while building strong rapport with children, families, and community partners.

## Additional Information

In addition to salary, Reach for Resources offers excellent employee benefits.

Benefits may include:

- Paid Time Off
- Flexible schedule
- Mileage reimbursement
- Personable and fun co-workers (if we do say so ourselves)
- Caring, supportive supervisors
- Plenty of chances to wear casual clothes
- A focus on wellness

## Disclaimer

Reach for Resources, Inc. is an Equal Opportunity Employer. Reach for Resources, Inc. does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and business need.

Reach for Resources, Inc. Is committed to ensuring that applicants and employees with disabilities receive support. Applicants or employees must be able to meet the minimum qualifications of the position; reasonable accommodation may be provided if requested by the employee.