



Consider a Career at New Horizons Resources

New Horizons Resources (“NHR”) is seeking to hire experienced DSPs as well as people without experience with the potential to become great DSPs. At NHR, we succeed when our staff do. We would like you to consider a career with NHR— with opportunities for professional development and advancement and knowing that you are making a difference each and every time you come to work.

Your College Tuition Paid By NHR!

From your **1st day** on the job as a regular full-time or part-time DSP, you are eligible for **fully paid college tuition (including books and fees)** at local community colleges in Dutchess, Sullivan and Ulster counties. As you earn college credits (that can be applied toward a degree) in this program, you will also earn two certificates. **When you earn the first, we will increase your pay by \$0.38 per hour and when you earn the second, we will increase your pay by \$0.41 per hour (for a total of \$0.79 more per hour).** You can then continue your education (and increase your pay again!) using NHR’s Tuition Assistance Plan (available to all full-time and part-time employees after completing their 90 day probationary period) that provides up to \$1,000 a year in tuition reimbursement for full-time and up to \$500 a year in tuition reimbursement for part-time.

DSPs joining NHR with college degrees (or earning them while employed at NHR) will receive pay increases ranging from \$0.38 to \$1.55 more an hour depending on the degree.

Time for You!

6 Weeks Paid Time Off in Your First Year at NHR!

We value each team member and reward every regular full and part-time NHR employee with 6 weeks— 1.5 months! - of Paid Time Off in your first year of employment! You do not have to wait until the end of your first year to use this time! You earn time with every paycheck. You can carry over time at the end of the year and/or sell some to pay for other benefits or to get extra money in your paycheck! As you are at NHR longer, you will earn more PTO—up to 9.5 weeks per year!

We Reward Experience with Pay Increases!

People hired as full and part-time DSPs in certified residential programs, will earn a minimum (before education or skill/shift differentials) of:

\$13.90 per hour with no experience in Direct Support. (requires minimum of HS diploma/GED)

\$14.45 per hour with 1 year experience.

\$15.01 with 2+ years experience.

Once hired, you will also earn more over time as you gain experience at NHR with regular pay increases that recognize your experience at NHR.



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Interested in Learning More About a Career at NHR?

How Do You Get Started?

1. Visit NHR's website to learn more about us: <http://nhrny.org/>
2. Study the Job Opportunities list so you know where NHR has job opportunities available. You can always check the list at: <http://nhrny.org/employment.html>.
3. If you are interested in applying for the opportunity to join our team, you can download and complete an application by going to: http://nhrny.org/PDFs/NHR_CBC_Employment_Application_11_2019.pdf. You can return the application by dropping it off at or mailing it to our offices at 123 West Road, Pleasant Valley, NY 12569 or by or faxing it 845) 635-3807. You can also pick-up a blank application at our offices on West Road.
4. If someone referred you to NHR, when asked on the application, please name that person (and only that person).
5. Have a question? Want to speak to us about career opportunities at NHR? Please call 845 -473-3000 ext 1352 or 1355. Please leave a message with contact information and we will return your call.

One More Thing—There's a Sign On Bonus!

- ◆ When a person is hired into a Regular Full Time position, the newly hired employee will receive **\$250.00**.
- ◆ When a person is hired into a Regular Part Time position, the newly hired employee will receive **\$125.00**.