



DESIGNATED EXCEPTIONAL SERVICES FOR INDEPENDENCE

Team Lead

PART-TIME & FULL-TIME AVAILABLE | COACHING TEAM LEADERSHIP

PAY RANGE

\$23.00–\$25.00

per hour, DOE | Non-Exempt

Reports to: Case Manager

POSITION SUMMARY

The Team Lead provides day-to-day leadership and coordination for the coaching team while continuing to support clients in achieving individualized goals and greater independence. Building on the responsibilities of Coach 1 and Coach 2, the Team Lead guides coaches, monitors client and program progress, supports scheduling and communication, and coordinates team activities — working closely with Case Managers to ensure services are consistent and aligned with each client's A Better Day Plan (ABDP) and IPP.

KEY RESPONSIBILITIES

- Perform Coach 1 and Coach 2 responsibilities while providing leadership and support to the coaching team
- Monitor client progress toward A Better Day Plan (ABDP) and IPP goals; prepare semi-annual progress reports
- Meet regularly with coaches to discuss client progress, barriers to success, and support needs
- Coordinate with Case Managers on client needs, staffing, and program-related concerns
- Assist with creating and communicating coach schedules in a timely manner
- Provide guidance to coaches to promote consistent and effective client services
- Lead training during monthly staff meetings; assist with onboarding and staff development
- Organize client and coach social activities; support vendor fairs, community events, and volunteer staff coordination
- Complete required documentation and reports accurately and within established timelines

QUALIFICATIONS & REQUIREMENTS

- 5 years related experience *or* Bachelor's degree in HR, Education, or related field
- Strong communication, organizational, and report-writing skills
- Ability to collaborate with clients, coaches, and Case Managers
- Strong judgment and decision-making abilities
- CPR & First Aid within 14 business days of hire
- Ability to lift up to 50 lbs as needed
- Valid CA Driver's License preferred; reliable vehicle
- Background clearance required (DOJ fingerprinting)

WHY JOIN D.E.S.I.

LEAD WITH PURPOSE

As Team Lead, you guide a coaching team whose work directly shapes the independence and daily lives of adults with developmental disabilities in East Los Angeles. You review A Better Day Plans (ABDPs), track IPP progress, and support coaches in removing barriers — so every client milestone is backed by consistent, purposeful leadership. Your presence on the team is the difference between good intentions and real outcomes.

REAL LEADERSHIP ROLE

You coordinate coach schedules, facilitate monthly staff training sessions, mentor coaches one-on-one, and guide new team members through onboarding. You also prepare semi-annual progress reports and serve as the primary point of coordination between the coaching team and Case Managers. This is substantive leadership with real accountability — not a title without a role.

COMMUNITY-ROOTED SINCE 2008

Since 2008, D.E.S.I. has been a preferred vendor of the East LA and South Central LA Regional Centers and a trusted community partner across SPA 7. The organization is embedded in the same East Los Angeles neighborhoods it serves — with relationships spanning WorkSource Centers, Chambers of Commerce, and local employers built over nearly two decades of consistent, community-driven work.

GROW INTO MANAGEMENT

D.E.S.I. promotes from within and values lived experience alongside formal credentials. Ten current staff members entered the organization as program participants or AJCC graduates. Team Leads with strong records advance into Case Manager and program leadership roles — this position has a clear trajectory, and D.E.S.I. actively invests in the people who invest in its clients.



OUR VISION

A world where everyone achieves independence regardless of circumstance — built through partnerships, economic development, food security, and inclusive access to essential resources.

POSITION TYPE

PART-TIME

FULL-TIME

TEAM LEADERSHIP

COMMUNITY-BASED

ALL EMPLOYEES

- Supplemental insurance (AFLAC)
- 40 hrs paid sick time/year
- Mileage reimbursement
- CalSavers retirement plan

FULL-TIME ONLY

- 7 paid holidays/year
- Dental & Vision insurance
- Paid vacation (after 1 year of employment)

HOW TO APPLY

- **Web:** desisocal.org/apply
- **Email:** info@desisocal.org
- **Phone:** (323) 780-1920



SCAN TO APPLY

Point your camera at the code to start your application