



Creating Opportunities for Recovery

**A Great Place to Work in
Northeast Ohio**

The Community Support Services, Inc.
Experience

✓ **Culture**

✓ **Benefits**

✓ **Opportunity**

Over 20 Years of Growth and Learning

Community Support Services was founded in 1988 in response to the shift from inpatient to community-based treatment for behavioral healthcare in the State of Ohio. Operating as an affiliate of the Summit County Alcohol, Drug, and Mental Board, Community Support Services has grown from modest beginnings into a diversified, Recovery focused organization employing in excess of 350 staff in multiple locations within Summit County.

We provide services for the severe mentally disabled ranging from initial engagement/outreach to employment/vocational. Along the route to Recovery, our consumers participate in the design of custom treatment plans coordinating primary care, psychiatric care, and a wide array of community psychiatric supportive assistance in such areas as residential, financial, and general living skills.

Community Support Services fosters a culture of collaborative efforts toward a

COMMON MISSION

Community Support Services, Inc. is a leader in behavioral healthcare for Summit County and the surrounding region. The agency provides comprehensive, high quality, cost effective treatment, rehabilitation, advocacy and support for recovery, primarily to persons most in need, to enhance the quality of their lives.

In order to achieve our mission, the following core values and key beliefs are paramount.

Treat all people with dignity, fairness, and respect

Deliver effective outcomes in collaboration with individuals we serve.

Provide high quality, confidential and effective service through a partnership of shared responsibility among individuals served, families, staff, and the community.

Recognize that staff is our most important asset

Value innovation, efficiency and flexibility as the keys to our success.

BENEFITS

Time off

Career goals are always important, but philosophically, we encourage diversity of experience. Toward that end, we provide the following initial time off benefits for eligible full and part-time staff.

13 days vacation

Flex/Comp time

10 paid holidays

13 sick days

Family & Medical Leave

Flexible Scheduling

BENEFITS

Health and Wellness

Community Support Services provides access to an array of benefits selected to ensure the best available care for it's staff and their families.

- health insurance
- life insurance
- short and long term disability
- section 125 tax deferred health and dependent care savings accounts
- available dental and vision plans through AFLAC

In partnership with United Healthcare, Community Support Services offers the **Simply Engaged** program. This program seeks to involve participants in the monitoring and understanding of wellness indicators. Rewards for participation are provided.

BENEFITS

Retirement plans

Community Support Services encourages its valued staff to plan for the future, and provides the following plans to assist with retirement planning

- Contributions equivalent to 5% of gross earnings to a Company sponsored Money Purchase Pension plan.
- Available tax deferred savings through company sponsored 403(b) plan
- Wide array of investment options though [American Funds](#).

Training

A learning environment is fostered through a commitment to innovation and continuous improvement.

In addition to facilitating and hosting a variety of in-service training programs, Community Support Services partners with [Essential Learning](#) online training and continuing education. CEUs for a number of professional licenses/certifications are made available

OPPORTUNITY

Teamwork and Networking

Perhaps greatest opportunity afforded the staff of Community Support Services is the chance to work alongside a group of dedicated individuals participating collaboratively in the work of [Recovery](#).

Career Advancement

Community Support Services believes in developing talent from within, and toward this end, is dedicated to posting for internal opportunities. As an example, in 2008, we posted 20 separate opportunities.

Environment

Positioned in the heart of Northeastern Ohio, often referred to as “Northcoast”, Community Support Services staff enjoys an environment rich with diverse opportunities in housing and leisure - just for starters. To learn more about greater Northeast Ohio, please visit [Cleveland Plus Living](#).