

## INDEPENDENT RESOURCES, INC.

*Center for Independent Living*

### POSITION ANNOUNCEMENT

## Deaf/Hard of Hearing Coordinator

<b>Classification:</b>	Full-Time, Non-Exempt
<b>Reports To:</b>	Executive Director
<b>Location:</b>	Wilmington Office (New Castle County), with statewide travel
<b>Posting Date:</b>	May 13, 2026

### POSITION SUMMARY

The Deaf/Hard of Hearing (D/HH) Coordinator provides specialized independent living services, peer support, and advocacy to individuals who are Deaf, Hard of Hearing, or DeafBlind across Delaware. As a core member of IRI's service team, this position advances the Independent Living philosophy by promoting self-determination, community integration, and full participation for people with hearing-related disabilities. The D/HH Coordinator works collaboratively across IRI's three office locations – Wilmington, Dover, and Milford— to ensure consistent, high-quality, consumer-centered service delivery statewide.

### ESSENTIAL FUNCTIONS

- Provide Information and Referral services tailored to individuals who are Deaf, Hard of Hearing, or DeafBlind, connecting consumers to appropriate community resources and supports.
- Deliver Independent Living Skills Training in areas including communication access, assistive technology, daily living strategies, and self-advocacy.
- Offer peer support and counseling grounded in the Independent Living philosophy, drawing on shared lived experience with disability.
- Conduct individual and systems advocacy on behalf of consumers and the broader D/HH community, including engagement with legislators, agencies, and community stakeholders.
- Facilitate connections to interpreting services, assistive technology resources, and disability-related support systems across Delaware.
- Participate in transition services for youth with hearing disabilities and for individuals transitioning from nursing facilities or institutional settings, as appropriate.
- Maintain accurate, timely, and complete Consumer Service Records in CILSuite in accordance with IRI policy and federal ACL reporting requirements.
- Represent IRI at community events, coalition meetings, and stakeholder tables relevant to the Deaf and Hard of Hearing community.
- Build and sustain collaborative relationships with the Division for the Visually Impaired, Division of Vocational Rehabilitation, educational institutions, healthcare providers, and other partners.
- Support IRI's federal compliance activities, including contribution to the Annual Performance Report (PPR) and program data collection.
- Perform other duties as assigned in support of IRI's mission and strategic priorities.

## QUALIFICATIONS

### Required

- Knowledge of and commitment to the Independent Living philosophy and the disability rights movement.
- Knowledge of the issues, culture, and service landscape affecting Deaf, Hard of Hearing, and DeafBlind individuals in Delaware and nationally.
- Knowledge how to seek for resources available/providers.
- Strong interpersonal, communication, and organizational skills with the ability to work independently and as part of a multidisciplinary team.
- Demonstrated ability to work with diverse populations in a consumer-centered, culturally responsive manner.
- Valid Delaware driver's license and reliable transportation for statewide travel across all three IRI office locations.

### Preferred

- Lived experience with hearing loss, Deafness, or Hard of Hearing identity; experience as a consumer of Independent Living or related disability services strongly valued.
- Proficiency in American Sign Language (ASL) to communicate with Deaf/HH/DB individuals.
- Bachelor's degree in social work, human services, rehabilitation, or a related field — or equivalent combination of education and experience.
- Familiarity with assistive technology and communication access tools used by individuals with hearing disabilities.
- Experience with case management, data entry, or consumer recordkeeping systems.

Commented [1]: to communicate with Deaf/HH/DB individuals.

## WORK ENVIRONMENT & PHYSICAL DEMANDS

Work is performed in office settings and community locations across Delaware. This position is based at IRI's Wilmington office and requires regular travel to Kent and Sussex County locations, as well as community sites, partner agencies, and consumer homes as needed. The position involves extended periods of computer work, communication by various methods, and occasional evening or weekend availability for community events. Reasonable accommodations will be made to enable qualified individuals with disabilities to perform the essential functions of this position.

## ABOUT INDEPENDENT RESOURCES, INC.

Independent Resources, Inc. (IRI) is Delaware's statewide Center for Independent Living, serving individuals with all types of disabilities across New Castle, Kent, and Sussex counties. IRI provides five core services — Information and Referral, Independent Living Skills Training, Peer Support and Counseling, Individual and Systems Advocacy, and Transition Services — grounded in the belief that people with disabilities are the experts on their own lives. IRI is a consumer-controlled, community-based nonprofit and a Title VII Part C federal grantee under the Rehabilitation Act.

### **Independent Resources, Inc. is an Equal Opportunity Employer.**

*We strongly encourage applications from people with disabilities, including individuals who are Deaf or Hard of Hearing.*