



AutonomyWorks

Title: Job Coach

Location: DeKalb, IL

Type: Full-time, Salaried, Exempt, On-Site

Schedule: 7:15 – 3:45 PM, 5 days/week.

Salary: \$40,000/year + benefits including health insurance, vision, dental, short-term disability, long-term disability, and paid time off (PTO).

The Company:

AutonomyWorks is a for-profit Social Enterprise whose mission is to change the way the world views people with autism. We partner with leading manufacturers and distributors to deliver precision-driven supply chain services while creating meaningful jobs for a talented and often overlooked workforce. We are growing rapidly and seeking motivated Job Coaches to join us in advancing our mission and delivering measurable impact for our clients and community.

The Opportunity:

As AutonomyWorks expands our Supply Chain Services business, we are looking for a dedicated Job Coach to join our team at a new operation inside a global candy distribution center. This is a chance to support a team of Associates, help them succeed in their roles, and demonstrate what our workforce can achieve for a major global company.

This is a hands-on, physically active role, working alongside Associates on the production floor. Working in partnership with the Site Director, the Job Coach will coach and support Associates with disabilities to complete order fulfillment tasks with accuracy and efficiency. Responsibilities include training team members, supporting production tasks, monitoring quality, and taking an active role in ensuring daily production and quality quotas are met.

The ideal candidate will bring knowledge, creativity, and passion to working in a manufacturing environment, collaborating with site leadership, and fostering a workplace where Associates have clear expectations, consistent support, and the opportunity to grow.

Responsibilities:

Coach a Team:

- Coach Associates to meet productivity and accuracy standards through clear direction, feedback, and hands-on support.
- Work on the production line alongside Associates, actively participating in physical tasks such as packing, sorting, and moving materials to ensure daily production and quality quotas are achieved.
- Train and support newly recruited Associates as they move from the Training Program to the production floor.
- Maintain safety and HR policies and procedures.
- Motivate team members and provide opportunities for increased skill building and growth.

Collaborate with the Site Director and Client Partner:

- Work closely with the Site Director to align daily operations with client expectations.
- Foster strong working relationships and collaboration with client partners.
- Represent AutonomyWorks positively within the client environment and integrate seamlessly into the client's culture.



Qualifications:

Physical Demands

- Ability to stand and walk for the duration of the shift in a warehouse environment.
- Frequent bending, reaching, twisting, and repetitive movements while performing production tasks.
- Ability to lift, move, push, and pull materials up to 50 lbs on a regular basis.
- Comfortable working at a consistent pace to meet production goals alongside the team.

Communication

- Clear and direct communication skills.
- Positive attitude and ability to thrive in a collaborative environment.
- Desire to interact and engage with others for most of the working shift.

Coaching & Problem Solving

- Ability to coach team members toward meeting productivity and quality standards.
- Ability to support multiple tasks and production lines in a fast-paced, physically active environment.
- Organizational skills and the ability to adapt to changing priorities.

Passion & Commitment

- Dedication to helping people with disabilities develop independence and succeed in the workplace.
- Desire to change the way the world views people with disabilities.

Experience

- Two or more years of experience working directly with people with disabilities, preferably in a vocational or employment setting.

AutonomyWorks offers the opportunity to make a difference in an excellent work environment with competitive pay and benefits. To be considered, please send an email expressing interest in this position and a resume to recruiting@emailautonomy.com. To learn more about our dynamic company, visit our website at www.autonomy.works. We are an Equal Opportunity Employer that values the strength diversity brings to our workplace.