



# BRUCE GREY CHILD & FAMILY SERVICES

## REPOST - Behaviour Support Worker

<b>POSTING #:</b>	2021-34
<b>EMPLOYEE GROUP:</b>	CUPE, Long-term Contract
<b># OF POSITIONS:</b>	Multiple positions
<b>DEPARTMENT:</b>	TBD
<b>REPORTS TO:</b>	Supervisor
<b>LOCATION:</b>	TBD
<b>SALARY:</b>	\$19.57-\$21.72
<b>HOURS PER WEEK:</b>	up to 44 hours/week; shift work
<b>DATE POSTED:</b>	October 7, 2021; Reposted November 30, 2021
<b>CLOSING DATE:</b>	Open until positions filled
<b>POSTING TYPE:</b>	Internal/External

Please submit a resume and cover letter quoting the posting number above to Human Resources at [hr@bgcfs.ca](mailto:hr@bgcfs.ca).

As a condition of employment, all external hires will be required to submit proof of complete COVID-19 vaccination or documentation unless a valid accommodation under the Ontario Human Rights Code exists.

### PURPOSE STATEMENT

Reporting to the Supervisor, the position will provide ongoing 2:1 or 1:1 support to specific youth. The position is responsible to provide general support and behaviour support in a home environment. The position is responsible to promote safety, security and well-being for all people.

### MAIN DUTIES & RESPONSIBILITIES

#### *Support to Children*

- Supports children and youth with personal and physical care including medication administration, crisis response, advocacy, liaising with other staff and collaterals and all other areas of daily living
- Support and assist youth in building to build skills in the area of communication, behaviour management, emotional regulation and other daily life skills
- Maintain documentation as required
- Provide support to the behaviour associate when required

#### *Relationship Management*

- Demonstrates behaviors, actions and attitudes that are consistent with BGCFS's vision, mission and values
- Ensures effective and professional communications with all internal/external contacts
- Develops and maintains collaborative relationships at all levels in order to build trust and confidence in the services provided
- Ensures appropriate communication with appropriate manager at appropriate time
- Respects ethnic, spiritual, linguistic, familial and cultural differences
- Promotes accident prevention and encourages good safety practices

### **Team Building**

- Develops a respectful and professional working relationship with team members, while working collaboratively, sharing experiences and lessons learned
- Actively participates and engages in supervision with their supervisor on a regular basis
- Actively participates and engages in team and staff meetings, service training sessions and other meetings/sessions as required
- Works within and supports the team and works to ensure family and organization needs are met, including coverage when required

### **Other Related Activities**

- Demonstrates excellent crisis intervention and de-escalation skills when required
- Knows and adheres to all applicable BGCFS policies, procedures and relevant administrative practices
- Participates in mandatory learning/education to maintain and update skills and knowledge whenever deemed necessary
- Implements new procedures and controls deemed necessary by management
- Work in compliance to Occupational health and safety Act

## **KNOWLEDGE, EDUCATION, EXPERIENCE, SKILLS & ATTRIBUTES**

### **Qualifications**

- Post-secondary education in a related discipline. Please indicate if a diploma or degree were obtained
- Experience working with Indigenous youth or on a First Nation considered an asset.
- A minimum two (2) years' experience supporting youth with complex needs, intellectual disabilities and dual diagnosis in a residential environment. Experience working in a specialized support of active treatment environment an asset.
- Knowledge of the developmental services sector
- Strong communication and problem solving skills
- Non-Violent Crisis Intervention certification preferred
- First Aid/CPR certification preferred
- Excellent crisis intervention skills
- Satisfactory Police Records Check is required
- Valid Driver's License and access to a reliable motor vehicle with appropriate business class liability insurance is required

### **General Skills and Attributes**

- Good ability to use MS Office applications (e.g. Word, Excel)
- Solid written, oral communication and interpersonal skills providing constructive, meaningful and timely interaction with all levels of staff
- Excellent understanding and commitment to quality service and best practice

- Accountable for own actions and decisions, making decisions within the scope of the position and referring issues/problems/events to the supervisor as required
- Flexible, adaptable and responsive to change
- Ability to deal with highly sensitive and personal information in a confidential manner

## **EFFORTS & WORKING CONDITIONS**

- Work is primarily performed in a home setting.
- Intermediate periods of sitting and computer/phone use
- Frequent community outings
- Staff may also be required to supporting children/youth in hospital or other settings
- May be exposed to potentially hazardous environments including driving conditions, volatile situations and aggressive service users
- Occasional lifting of not more than 20 pounds may be required

## **DISCLAIMER**

*The preceding position description has been designed to indicate the general nature, level and scope of the work performed by this position. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position.*

## **BGCFS COMMITMENTS**

*We are committed to having a workforce that is reflective of the diversity of the community and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.*

*We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at [hr@bgcfs.ca](mailto:hr@bgcfs.ca) . Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.*