

Full-Time Senior Residence Worker, ABI

Connective is a dynamic non-profit organization that provides innovative programming in the social services sector. We strive to create safe, healthy, and inclusive communities for all.

ROLE PURPOSE

This role will contribute to the establishment and operation of a Fraser Health-funded Assisted Living program for individuals who are living with an acquired brain injury and require support to live more independently in the community. The Senior Residence Worker will build relationships and assist residents to transition into and live successfully in the residence, ensuring that residents' physical, emotional, social, educational, and medical needs are met. They will assist the Program Manager in providing orientation, training, work direction, and guidance to residence workers. They will work alongside other staff to assist residents with activities of daily living and the development of life skills.

HOURS

40 hours per week
Tuesday to Saturday, 1600 – 0000

Hours will vary initially during program development phase.

LOCATIONS

Coquitlam, BC

KEY ACCOUNTABILITIES

- Assists the Manager in providing orientation, training, work direction, and guidance to residence workers by performing duties such as clarifying program policies, reviewing work, and scheduling residence workers. Provides input to residence workers' performance evaluations.
- Assists the Manager and participates in program development, including policies, planning, and risk assessments.
- May oversee the operation of the residence in the absence of the Manager or as directed.
- Participates in the assessment, goal setting and person-centred services plan for individuals living in the residence. Documents, implements, and provides input into the evaluation of the program.
- In cooperation with the Program Manager, is available to all resource staff, in case of emergencies. This may include carrying the pager or cell phone 24 hours a day.
- Follows all Connective and relevant Fraser Health Authority policies, procedures and guidelines.
- Provides life skills training such as meal preparation, housekeeping, personal care skills, and personal finance and implements person-centred services plan.

OUR VALUES

- Inclusive ·
- Accountable ·
- Person-Centered ·
- Collaborative ·
- Determined ·

- Assists residents with activities of daily living such as meal preparation and planning, personal hygiene, cleaning, medication management, and behavioural supports.
- Participates in various resident-focused activities in accordance with person-centred services plan.
- Assists with intervention, and behavioural and safety planning. Recognizes, analyzes, and deals with potential emergency situations such as residents' aggressive behaviour to ensure no harm comes to the resident and/or the public.
- Communicates regularly with Manager.
- Administers medication to residents in accordance with established policy.
- Assists with case management, providing input to the care team for the development of appropriate person-centred services plan to achieve residents' objectives. Contributes to the evaluation of residents' progress and prepares reports.
- Provides emotional support and feedback to residents and their families.
- Transports and assists residents to appointments, shopping, or leisure activities.
- Performs residence maintenance and housekeeping duties such as laundry, sweeping, mopping floors, mowing lawns, inventory, shopping, cleaning equipment, and food services.
- Maintains reports such as statistics, logbooks, daily activities on residents.
- Identifies social, economic, recreational and educational services in the community that will meet residents' needs. Maintains liaison with other agencies, professionals, government officials and the community.
- Performs other related duties as required.

WORKING CONDITIONS

- Functions independently while on shift and adheres to Residence Policy and Procedures
- Works in a high stress environment, often dealing with residents in crisis situations
- Demonstrates a level of physical fitness to effectively carry out the required duties of the program and to meet the operational needs of the residence
- Hours of work may vary depending on program need.
- Provides appropriate personal transportation with required business insurance coverage to enable the movement of the worker and resident around the Lower Mainland as required by the goals of the program
- Is a member of CUPE local 1936-11
- Receives benefits and works within the conditions as outlined in the Collective Agreement and Personnel Policies

EXPERIENCE AND SKILLS

- A university degree in a relevant branch of the Behavioural Sciences
- Experience with clients with Acquired Brain Injuries, substance use, a history of conflict with the law, developmental disabilities and/or spectrum disorders, interaction with social agencies and/or experiencing psychiatric/personality disorders
- Demonstrated ability to respond well in a crisis
- Experience working in Assisted Living or other relevant residential setting
- An understanding of providing service to people with different learning abilities



- Demonstrated good working knowledge of the technical details important to the functioning of group residences
- Demonstrated ability to teach skills and work effectively with others
- Knowledge of theory, principles and practices in case planning, behaviour modification techniques, and psychosocial rehabilitative techniques
- Excellent written and verbal communication skills in English

REQUIREMENTS

- Ability to successfully complete a Criminal Records Check
- Ability to successfully complete a character reference check
- Ability to provide a record of work history
- Current Emergency First Aid Certificate
- Proof of COVID-19 vaccination
- Evidence of compliance with the province's immunization and tuberculosis control programs
- Class 5 driver's license
- Personal transportation that is in good repair, insured for business up to \$1,000,000 for liability, and which can be used to transport residents

COMPENSATION

As Connective is a unionized environment, the starting wage is \$24.48 per hour.

WHAT WE OFFER?

- Committed Living Wage Employer
- Competitive benefits package, including health, wellness, and pension plan
- Career and personal development, with the ability to grow in a diverse range of programs
- Access to a range of staff mental health supports, including an inhouse counsellor, Employee Family Assistance Program, and Critical Incidents Stress Management

DIVERSITY, EQUITY AND INCLUSION

At Connective, we value and accommodate unique differences to ensure that our staff have the opportunity and are supported to thrive. To build a strong and representative workforce, we encourage applications from all qualified applicants, including but not limited to members of communities that are disadvantaged on any grounds, including Indigenous Peoples, people of colour, people of all genders and sexualities, and people with disabilities.

HOW TO APPLY

Please submit your application with a cover letter and resume with the subject line "FT Senior Residence Worker, ABI" to careers@connective.ca.

