



inclusion  
powell river

## Job Posting

### Residential Child Care Worker (General)

#### We are currently hiring for Residential Childcare Workers

- Program:** Residential , youth
- Job Status:** Full Time, Part time and Casual
- Pay Rate:** Grid Level 11 (\$21.92 – \$25.53); and Grid 5 (\$17.59 - \$20.49)
- Additional Details:**
- This position is open to male and female applicants
  - This position requires union membership

#### Nature of Position

The Residential Child Care Worker is responsible for providing care and support to the children residing in the Emergency Respite Residence. The Residential Child Care Worker works as part of a team, consisting of a child, the child's family, Ministry of Children and Families, social workers and Child and Family Services to provide emergency respite and foster care services. The Residential Child Care Worker provides a safe home, nourishing meals, appropriate clothing and accommodation. The Residential Child Care Worker provides a warm, nurturing environment with guidance and supervision that responds to the child's individual needs and ethnic/cultural heritage. The Residential Child Care Worker works collaboratively in developing and carrying out a plan of care.

#### Required Abilities

- ☐☐☐ An ability to promote healthy development including emotional, physical, sexual and educational.
- An ability to work well with all those people in a child or young person's network, including the child's family, social worker, other professionals and people who are significant to a child or young person.
- A knowledge of child development and an ability to provide



experiences which will stimulate a child/young person and provide opportunities to develop new skills.

- An ability to manage the health needs of children and young people in a proactive way and encourage the child to value their own health.
- An ability to encourage full participation in educational activities, and to work together with education professionals.
- An ability to transport children and young people to and from school and other educational activities.
- An ability to set appropriate boundaries and manage a child or young person's behaviour without the use of physical or other inappropriate punishment.
- An ability to listen and communicate with children and young people in ways appropriate for their age and understanding.
- A respect for the child or young person's origins, religion and culture and a willingness to learn more and to enable the child or young person to participate in cultural and religious activities.

This position is required to work in a stressful environment sometimes supporting clients in crisis situations. This position requires extremely good judgement to balance the need to take risks and promote learning with the need to exercise caution in potentially challenging or unsafe situations. This position requires a moderate level of physical fitness to effectively carry out the duties of the position and a high energy level to effectively manage 24-hour shifts.

**Please note: Shift schedules may change due to operational requirements.**

**For the complete job descriptions please see the following:**

- [Residential Childcare Worker](#)
- [Residential Childcare Worker - Asleep](#)

### **Qualifications**

- Diploma in Child, Youth Care, Social Work, Psychology or other studies in the Human Services Field
- Two (2) years recent related experience working with Children/Youth with disabilities

***An equivalent combination of education and experience may be considered***



## Requirements for Ongoing Employment

- Criminal Record Check (renewable every 5 years)
- TB Test
- Hepatitis B Vaccine where applicable
- A valid WCB-approved First Aid Certificate (OFA Level 1) (willing to train)
- Valid unrestricted Class 4 BC driver's license (willing to obtain within 6 months of employment)

### How to Apply

If you wish to be considered for this position, you may apply via our [online application](#), or by emailing a [completed application form](#) and resume to [apply@inclusionpr.ca](mailto:apply@inclusionpr.ca). **You must quote the posting title in the subject line.** Applications will only be accepted in the methods above. Applications submitted to any other address will not be considered.

#### 13.5 Recall

(a) Employees will be recalled to available work in order of their seniority provided they are qualified and are able to perform the duties. The notice of recall will be sent by priority courier or facsimile. Employees must accept recall within seven (7) days of receipt of the priority courier or facsimile. Employees will have fourteen (14) days after accepting recall to return to work.

(b) The recall period shall be one (1) year. At the end of the recall period, an employee has the right to become a casual employee and be placed on call-in lists with their seniority.

(c) New employees will not be hired into a regular position until those laid off in that classification have been given the opportunity of recall.

(d) Job postings under Article 24 will occur prior to recall of any employee. Where there are employees on the recall list, job postings will include a copy of this article.

(e) Employees on the recall list have the right to apply for job postings as an internal applicant.

(f) When an employee on the recall list is a qualified applicant to a position, then the Employer will not consider applications to the vacancy from any less senior employee.

(g) When an employee on the recall list is the successful applicant to a position, she will not be expected to start in the new position until fourteen (14) days from the notice of assignment unless an earlier date is determined by mutual agreement between the employee and the Employer.

(h) Should the employee not continue in the assignment beyond her trial period and where the employee is still within her one-year recall period, she will be returned to the recall list for the remainder of her one-year recall period.