



inclusion
powell river

Job Posting

Residential Support Worker (General)

We are currently hiring for Residential Childcare Workers

Program:	Residential services
Job Status:	Full Time, Part time and Casual
Pay Rate:	CSSEA Grid Level 10 (\$20.52 - \$23.90)
Additional Details:	<ul style="list-style-type: none">• This position is open to male and female applicants• This position requires union membership

Nature of Position

The Residential Support Worker strives to create a warm and comfortable home atmosphere that fosters a sense of belonging and empowerment for residents both at home and in the community. The Residential Support Worker facilitates growth and development by providing opportunities for increasing independence and community involvement. The Residential Support Worker establishes and maintains a warm and personal relationship with each individual living in the residence. The Residential Support Worker establishes and maintains relationships of trust, security and unconditional support and implements behaviour programming focused on teaching effective coping skills to residents that promotes greater personal autonomy and richer life options. The Residential support worker effectively carries out programs and structures, with the guidance of consulting professionals, for individuals who are autistic, deaf or blind or who have another complex disability. He/she is required to provide support services during the night if needed. The Residential Support Worker is a dedicated and knowledgeable member of a comprehensive organization wide support team. As such, when deemed qualified with appropriate skills and abilities, he/she may provide services to individuals in related programs, when required. The Residential Support Worker participates in ensuring that the strategic goals of the agency are met.



Required Abilities

- Ability to interact effectively and develop positive relationships with specific residents living in the home.
- Excellent oral and written communication skills.
- Proven ability to use personal computer and appropriate software effectively to complete the positions work on time. This includes at a minimum file management, e-mail, internet search, and word processing skills.
- Excellent interpersonal behaviour and communication skills.
- Knowledge of theory, principles and practices of the community living sector.
- Proven ability to assist in emergencies.
- Demonstrated ability to teach skills and work effectively with others.
- Ability to involve residents in personal and household routines as well as work, recreation and other community activities.
- Good organization, time and general management skills.
- Ability to participate as a member of a residential team including flexibility.
- High quality resident care skills.
- Proven ability to assess and interpret human behaviour accurately and respond supportively.
- Ability to recognize emerging health issues and respond appropriately.

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

For the complete job descriptions please see the following:

- [Residential Support Worker Job Description](#)

Qualifications

Preference will be given to candidates with a Community Support Worker or Home Support/Care Attendant Certificate.

An equivalent combination of education and experience may be considered

Requirements for Ongoing Employment

- Criminal Record Check
- TB Test
- A valid WCB-approved First Aid Certificate (Occupational First Aid Level 1)



- BC Driver's License

How to Apply

If you wish to be considered for this position, please apply by midnight of the closing date. You may apply via [our online application form](#) or by emailing a [completed application form](#) and resume to 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.