



OTTAWA SALUS CORPORATION
INTERNAL/ EXTERNAL JOB POSTING

Job Title:	Residential Worker
No of position(s):	Up to (6) positions
Job Type:	Casual Relief, Unionized
Language Requirement:	English proficiency required. French considered a strong asset.
Date of Posting:	March 4, 2024
Date of Closing	March 25, 2024
Start date:	April 2024
Reports to:	Program Manager
Location:	Fisher and Grove Transitional Rehabilitation Homes

JOB SUMMARY

The residential worker is responsible for the provision of client-centred support and rehabilitation in a residential setting that will foster a higher level of independent functioning for persons with a severe and persistent mental illness. The worker will provide life skills teaching, basic counselling and early identification of changes in resident's health status. Using psychosocial rehabilitation interventions, the worker will support the client in achieving their recovery goals. At a group level, they will organize group activities/outings, offer group advocacy, and provide support for meal planning and household chores.

Areas of responsibility for this position include, but are not limited to, the following:

RESPONSIBILITIES

- Provide supportive counseling and/or crisis intervention to client/tenants whenever necessary.
- Provides life skills teaching (e.g., cleaning, cooking, etc.), basic counseling and early identification of changes in resident's health status.
- Provide on call support at both locations.
- Outings with clients for recreation, appointments, etc. to encourage recreation/leisure activities.
- Be knowledgeable and up-to-date on all policies and procedures pertaining to emergency and crisis situations.
- Document as needed in communication book, incident reports, computer, etc.
- Supports clients in their medication regimes.
- Supports client's achieving their recovery plan.
- Follow the supervision and monitoring guidelines (example: curfew checks).
- Other duties as assigned by the Program Manager.

QUALIFICATIONS

- Bachelor's Degree in Psychology, Social Science or related field. Candidates who hold a college diploma in social service work with extensive work experience may also be considered.
- Experience working with adults recovering from psychiatric illness.
- Experience working in a residential setting is an asset.
- Experience in supportive counselling and crisis intervention to adults recovering from mental illness.

- Flexibility in work schedule and willingness to work evenings, weekend and night shifts, availability during holiday and vacation periods.
- Training in CPR, CPI, ASIST, Psychiatric Rehabilitation, Concurrent Disorders, ASL and LSQ is an asset.

SUITABILITY

- Displays a professional approach to the work along with values and attitudes that are in keeping with the helping professions (i.e., sensitivity, respect, understanding, sincerity, genuineness, perseverance, patience, compassion, positive outlook, non-judgmental attitude, acceptance, tolerance, etc.)
- Demonstrates sound judgment and common sense in decision-making, problem solving, critical thinking, intelligence.
- Client-centered, caring, supportive and reliable.
- Demonstrates initiative, creativity, flexibility and independence.
- Sense of humor.
- Commitment to work and life-long learning.
- Has a positive and optimistic view of others and demonstrates the ability to resolve workplace conflict with his/her manager and colleagues.
- Demonstrates an ability to work in a team as well as an ability to take independent action and initiative.
- Manages stress related to the work environment.

KNOWLEDGE

- Knowledge of mental health, mental illness and treatment modalities, including pharmacotherapy.
- Knowledge of group dynamics theory and practice.
- Knowledge of concurrent disorders.
- Knowledge of health issues and of social problems associated with psychiatric disabilities and the impact of mental illness on functional capacity.
- Knowledge of Psycho-social Rehabilitation Principles.
- Knowledge in the areas of teaching and coaching.
- Knowledge of crisis intervention and prevention.
- Knowledge of suicide prevention and intervention.
- Knowledge of the forensic system.

SKILLS

- Ability to establish supportive and positive relationships with all client groups supported by Salus.
- Relates to clients using a strengths based, client-centered approach.
- Establishes a supportive and respectful group living environment.
- Demonstrates an ability to teach new skills on an individual or group basis.
- Develops and implements social, recreation and leisure activities.
- Supports clients in meeting their individual goals in their recovery plan.
- Ability to deescalate a crisis situation.
- Ability to set firm, reasonable boundaries and limits.

LANGUAGE REQUIREMENT

- Full proficiency in English is required. Knowledge of French is considered a strong asset.

PRE-HIRING REQUIREMENTS

- Academic Certificate(s)
- Criminal reference check (Vulnerable Sector Screening)
- Eligible to work in Canada
- Availability to work weekends and occasional overnight shifts (10:30pm-8:30am)
- Proof that the successful candidate has received both doses of a Health Canada approved COVID 19 vaccine at least 14 days before the first day of work, subject always to Ottawa Salus' duty to accommodate under the Ontario Human Rights Code

SALARY

\$21.87 to \$24.75 per hour as per the collective agreement.

WHY WORK AT OTTAWA SALUS?

Salus has a proven record of successfully supporting clients with serious and persistent mental health and addictions illness to live their best possible life. Regardless of their role in the organization, our staff are passionate about their work and supporting clients on their journey to recovery. They know they have an impact on their client's lives and consistently report that working here is a fulfilling experience. If you are someone that wants to make the world a better place and bring hope to others, you will love working here.

APPLICATION INSTRUCTIONS

If you wish to apply for this position, please submit your resume and cover letter via email to **HR@salusottawa.org** with the subject heading "**Residential Worker 032024**" by 4:30pm on **March 25, 2024** (As per the Collective Agreement, the deadline for internal candidates is March 11, 2024).

We thank all applicants for their interest; only those selected for an interview will be contacted.

Ottawa Salus is an equal opportunity employer and values diversity in its workforce. Do not hesitate to contact us if you require alternative arrangements to submit your application. Candidates requiring accommodation during the interview process should advise in advance.