

Community Living St. Marys and Area

Our Vision

A community where everyone belongs

Our Mission

To nurture the ability and willingness in our community to welcome and support all people as valued and contributing citizens.

Position: Support Worker

Immediate Supervisor: Team Leader

Approved by Board: May 30, 2016

Date written: January 16, 2003

Job Summary

The Support Worker will:

- Work for people in all aspects of life including their home, work, leisure and other community places in a respectful and creative manner
- Support people to develop and nurture their relationships with family, friends, neighbours and other citizens
- Be accountable to the person in regard to dignity, respect and quality of supports and will respect the involvement of family and friends in supportive decision-making

Job Responsibilities and Duties

1. Committed to the vision, mission, principles and goals of the Association
 - 1.1 Respect and maintain confidentiality at all times
 - 1.2 Use respectful language at all times
 - 1.3 Positively represent the Association
 - 1.4 Work in a manner which is conscientious, respectful of people and consistent with maximizing the quality of life of each individual receiving support
 - 1.5 Work effectively in a team setting
 - 1.6 Willingness to share resources i.e., connections, skills, stories
2. Provide supports based on the person's support plan
 - 2.1 Read and understand expectations as outlined
 - 2.2 Provide opportunities to fulfill requirements
 - 2.3 Assist the person to keep their plan "alive", current and relevant
3. Support people to have a wide range of relationships in their life
 - 3.1 Know and be aware of the important people in the person's life

- 3.2 Support people to have regular contact with family, friends, and neighbours
i.e., visits, telephone calls, letters, etc.
- 3.3 Help people to have a welcoming home and assist them to be a good host
- 3.4 Support people to meet new people
- 4. Help people connect to their community through active involvements, ex. local businesses, volunteer positions, leisure, spirituality, work, etc.
 - 4.1 Create opportunities, take initiative, use creative approaches and share resources
 - 4.2 Support people to be consumers of local businesses
 - 4.3 Provide opportunities to explore a variety of experiences
 - 4.4 Problem solve with the person daily to overcome challenges and barriers
 - 4.5 Support people to be full members of their community
- 5. Develop learning strategies and support people to enhance their skills
 - 5.1 Personal care
 - 5.2 Homemaking
 - 5.3 Personal and home safety
 - 5.4 Personal wellness
 - 5.5 Healthy positive relationships
 - 5.6 Budgeting
- 6. Follow the appropriate standards and procedures of health and safety
 - 6.1 Medications
 - 6.2 Access to medical care and treatments
 - 6.3 Transportation
 - 6.4 Assistive devices
 - 6.5 Safety - home and personal
- 7. Fulfill administrative requirements
 - 7.1 Communicate effectively in both written and oral language
 - 7.2 Write logs in a relevant, respectful, complete and accurate manner as required
 - 7.3 Participate in all forms of orientation
 - 7.4 Attend team meetings
 - 7.5 Complete reports as required
 - 7.6 Attend general staff meetings

Please note: Due to the changing nature of our work, other responsibilities and duties may be added or changed.

Job Specifications/Qualifications

Values and Beliefs

- A belief in and respect for human rights
- A fundamental respect for all citizens and their right to make their own choices
- A deep rooted conviction that members of community have the capacity to welcome and include all citizens
- A mindset that highly values diversity in people and in the relationships and connections they have
- A belief that our community is stronger when it invites and relies on the gifts and contributions of all its members
- Deep understanding of the supported person and their community

Core Competencies

- Advocating for Others
- Collaboration
- Creative Problem Solving & Decision Making
- Fostering Independence in Others
- Initiative
- Interpersonal Relations & Respect
- Resilience

Education & Related Experience

- Preference given to candidates with post secondary education in human services
- Minimum Ontario Secondary School Diploma or equivalent

Requirements

- Current Standard First Aid/CPR
- Police Vulnerable Sector Check
- Have and maintain a valid Ontario "G" Driver's Licence
- Have access to a reliable vehicle with insurance coverage

Please note: Due to the changing nature of our work the employer is entitled to adjust the qualifications.

Essential Duties

- Typically physical in nature and may require lifting, bending, quick physical responses, heavy cleaning
- Supports may be provided 7 days per week 24 hours per day and therefore require a commitment to work flexible hours including weekends and holidays

- Due to the changing nature of the work, a commitment to ongoing training and education is required

Working Environments

- Work occurs in the homes of people supported and other places they may visit. Support workers must be respectful of those environments. Support workers may be exposed to various conditions, for example, smoke, pets, loud noises, extreme temperatures, infectious diseases and aggressive forms of physical and verbal communication