

INTERNAL POSTING COMMUNITY SUPPORT WORKER

ASSISTED LIVING SOUTHWESTERN ONTARIO is accepting applications for part-time positions as a **COMMUNITY SUPPORT WORKER (CSW)**.

The Community Support Worker (CSW) will act in a support service role in Programs that primarily support adults with mental health disabilities and addictions and housing issues, as outlined below. The CSW does so under the direction of the Program Manager, in accordance with ALSO policies and procedures, the collective agreement, all relevant laws, and the service contracts of the clients.

- Provide day-to-day service supports for clients to be successful living in the community. This may include but is not limited to: budgeting, medication support, issue resolution, assist with referrals to community and other services and supports, coaching, prompting, cueing and general tasks of daily living
- Assist in a flexible environment where the clients are able to determine what service pathway they wish to pursue
- Work with the Clients to take their direction, understand their goals and objectives, and ensure that Individual Service Plans include strategies associated with these plans.
- Assist and liaise with community partners to build strong relationships and opportunities for clients
- Participate in Mental Health service strategies and facilitate client access thereto
- Provide a safe work environment for all participants and employees in the program
- Successful applicants may be required to provide attendant care services as per the ALSO Attendant Service Worker Job Description where required.
- Act as a resource to clients.
- Maintain clear communications with the Program Manager, other employees, and clients
- Facilitate activities effectively in order to meet objectives
- Maintain valid and current CPR/First Aid Certification, Annual Back Care Training, Non-Violent Crisis Intervention, Mental Health First Aid, and Brain Basics Certification
- Ensure space and equipment is clean and in good working order.
- Ensure for the smooth day to day running of the program and timely communication with and facilitation of security resources
- Follow all Health and Safety standards and guidelines.
- Willing and able to work every other weekend.

Additional:

Successful applicants must be prepared to work shifts where required at various CSH program sites; at present this is likely to be downtown and west Windsor, but may include Lakeshore-Belle River area. Future CSH locations may be added as needed.

Applicants must successfully complete a core competency test to confirm the following principle requirements, skills and effort factors, and health & safety knowledge:

- Post Secondary education in Social Services.

- Security training is an asset
- Experience working with clients with Mental Health and Addictions
- Experience working in Housing with Supports or the Homeless Shelter system
- Specialized training in Community Support for clients who are street involved.
- Ability and Willingness to take NOLOXONE intervention training
- Ability to work in an environment where the clients may have complex and multiple challenges.
- Excellent communication skills, planning, tact, diplomacy, and the ability to de-escalate sensitive situations in a positive manner with each individual client and their support cluster.
- Physical Demands include repeatedly, and on a daily basis, pushing, pulling, carrying, lifting (up to 50 lbs), kneeling, crouching, reaching, twisting, bending, stooping, sitting, and walking. Staff must be able to meet the physical requirements to do the job.
- Training or experience providing personal care and assistance with tasks of daily living is an asset.
- Demonstrated orientation to program's existing client needs and routines is a definite asset.
- Written and oral proficiency in both official and other languages is an asset.
- Computer knowledge is an asset.

Employment is subject to a police clearance. A fit-to-work medical report is also required from the candidate's physician. A physical demands analysis is available.

Salary Range: \$ 18.12 per hour to start; up to \$21.17 at 5 years seniority (subject to wage grid) plus provincial wage enhancement of \$3.00 per hr.

Please apply in writing by submitting a cover letter identifying why you are interested in this position and up to date resume of experience and qualifications to: e-mail: c/o jobpostings@alsogroup.org

ALSO values the diversity of our Team and our Clients. Diversity at ALSO means fostering a workplace in which individual differences are recognized, appreciated and respected, as well as responded to in ways that fully develop and utilize each person's talents and strengths. We encourage all people from the Southwestern Ontario communities we serve to apply for jobs with us. We particularly welcome disabled, Indigenous, male and trans applicants because these groups are currently under-represented in our workforce. ALSO supports the accommodation of people with disabilities and has built their hiring policies to support independence, dignity, participation and equal opportunity.