

## INTERNAL POSTING COMMUNITY SUPPORT WORKER

ASSISTED LIVING SOUTHWESTERN ONTARIO is accepting applications for part-time positions as a PERSONAL SUPPORT WORKER/ATTENDANT SERVICE WORKER (PSW/ASW).

The PSW/ASW must possess the following:

- P.S.W. Certificate, or demonstrated personal care experience
- CPR/First Aid, Non-Violent Crisis Intervention, and Back Care and Lifting training.
- Demonstrated commitment to superior and flexible service provision for adults with physical disabilities; demonstrated willingness and ability to assist adults with permanent physical disabilities on a twenty-four hour basis with personal care, tasks of daily living, and homemaking – provided under the direction of the client, a program supervisor, and within the parameters of the service contract and/or the approved policies and procedures of ALSO.
- Experience assisting clients who are survivors of an Acquired Brain Injury (ABI) will be considered an asset, including:
  - demonstrated experience providing attendant care and assistance to persons who have sustained a brain injury, and
  - successful completion of brain injury specific training/certification for ABI client assistance, or otherwise willing to attend and complete or obtain such training/certification.
- Excellent skills of communication, planning, tact, diplomacy, and the ability to develop a positive working relationship with clients while taking their direction, as well as ability to work efficiently as part of a staff team. This entails maintaining a professional, positive approach and demeanour in sharing tasks and responsibilities with other members of the team and Program Manager.
- Proven understanding of the *Client Bill of Rights*, knowledge of the role of attendant services in the community, and attendant services eligibility criteria.
- Willing and able to work every other weekend.
- **Position entails assisting Clients at assisted living sites, however it is a requirement that applicants have a valid Ontario driver licence and daily access to a motor vehicle, and full flexibility to assist clients at their home(s) and/or other assisted living or supportive housing sites and other programs throughout the community where service is required.**
- Position entails periodically assisting some clients with attendances outside the clients' homes.
- Ability to maintain a professional, positive and patient approach and demeanour in interacting with clients and in sharing tasks and responsibilities with other members of the team and Program Manager.

Additional:

- Proficiency in both official languages or in any other language is a definite asset.
- Computer knowledge is an asset.
- Demonstrated existing orientation to program's existing client attendant care needs and routines is a definite 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 a/o 1 Apr 2023: \$ 18.30 per hour to start; up to \$21.38 at 5 years seniority (subject to wage grid) plus provincial wage enhancement of \$3.00 per hr.

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Please **apply in writing by submitting a cover letter and up to date resume of experience and qualifications** to the attention of: **ANGELICA BELANO** HR Coordinator - ALSO  
E-mail: c/o [jobpostings@alsogroup.org](mailto: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.**