



Job Title:	Residential Care Worker	Job Category:	Non-Management
Department/Group:	Support	Location:	Lodge/Farm
Position Type:	Position type: Full Time, Part Time, Summer Student	Travel Required:	Yes
Will Train Applicant(s):	Will Train Applicant(s)	External Posting URL:	www.Bloomingacres.com
HR Contact:	Tina Polem, HR Manager	Date Changed:	March, 2017

Job Description

PURPOSE

Blooming Acres is a residential community for children, teenagers and adults diagnosed with multiple and complex special needs. We accommodate individuals with disorders such as Autism, Asperger’s Syndrome, Pervasive Developmental Disorders, Cognitive and Development Disabilities, Tourette Syndrome, Attention Deficit (Hyperactivity) Disorder, Fetal Alcohol Spectrum Disorder, and Mood and Anxiety Disorders. Often the individuals we support are deemed hard to serve and hard to place due to the complexity of their needs.

Reporting to the Manager, Lodge or Manager, Farm, the Residential Care Workers supports our mission and vision to build a supportive and caring community and to guide our learners to reach their full potential through planned and impromptu skills instruction. The Residential Care Worker utilizes a home-education model to respond to each learner’s specific education, social and vocational needs.

ROLE AND RESPONSIBILITIES

- Provide direct care to our complex residents, including feeding, bathing, dressing, grooming, and bowel and bladder care (for some individuals)
- Serve and eat with residents during meal time
- 1:1 and group support for a variety of complex care residents in residence and out in the community, by providing behavior management support.
- Maintain confidentiality at all times
- Support our residents to reach their full potential by building relationships with residents, demonstrating an interest in the resident, responding to resident’s needs, negotiating focused goals and building their self esteem
- Support and follow individual plans consistently while facilitating and implementing educational, recreational, and vocational programs
- Communicating and documenting any change in the status or needs of individual residents while maintaining positive and effective relations with residents, their families, co-workers and management
- Participate as a member in a team environment by promoting and maintaining professional conduct, resolving conflict, acknowledging individual differences and supporting team members and residents

- Protect self and others by maintaining a safe environment via safety inspections, emergency procedures, crisis intervention techniques and Safe Management
- On-going housekeeping related duties which include, meal preparation, laundry and light clean up
- Complete necessary documentation in accordance with our policies and procedures, and Ministry of Community and Social Service requirements for example completing Serious Occurrence Reports, Incidents Reports, Seizure Tracking Report, Communication Form, BA Outing Form, Client Transportation Mileage form, Clothing Inventory, etc.
- Must be available to work all shifts including weekends, weekdays, evenings, overnight awakes and holidays
- Support and facilitate residents in their religious beliefs and practices such as attending cultural ceremonies/ church with residents
- Support and facilitate recreational and leisure activities in the home and community such as walking, swimming, horseback riding, hiking, etc.
- Support and facilitate doctor's appointments, emergency visits to the clinic/hospital. When required
- Drive company vehicle upon meeting requirements
- Knowledge of Child Protection Act
- Knowledge of Autism
- Assists with intake of new residents
- Perform physical containment of residents when required
- Other assigned duties

QUALIFICATIONS AND EDUCATION REQUIREMENTS

Required Education Requirements: High School Diploma and a passion to work with special needs Individuals

Preferred Education Requirements: Completion of Diploma in Child and Youth Care Worker or Development Service Worker, or Personal Support Worker from a recognized Educational Institute.

First Aid Level C

Criminal Record Check with VSS (Letter provided by Blooming Acres)

Health Assessment (form provided by Blooming Acres)

PREFERRED SKILLS AND ABILITIES

- Provide support to Residents
- Supervise group and individual medical meetings, recreational activities and social activities
- Demonstrated Communication skills both orally and written
- Communicates effectively with a variety of individuals representing diverse cultures and backgrounds and function calmly in situations which require a high degree of sensitivity, tact and diplomacy
- Work effectively with teammates, management and family members to ensure best outcome for residents
- Organize work and complete paperwork in timely manner

- Attend and participate in training and continuous improvement
- Demonstrate adaptability
- Demonstrate reliability
- Demonstrated stress tolerance
- Demonstrated judgement and decision making skills
- Maintains a safe work and living environment
- Orientates new staff

SPECIAL NOTES

- Driving License: G class an asset
- Physical capability to perform the duties of the job. Including sitting, standing, reaching, lifting, kneeling bending, squatting, restraining, walking, swimming, hiking,
- Exposure to outside weather while working with residents. Wear appropriate clothing for weather and outings
- May experience verbal abuse and threats of or actual physical violence from residents
- Noise level is usually moderate to occasionally loud
- Exposure to physical aggression from residents which may include hitting, biting, kicking, hair pulling , pinching, etc.

Reviewed By:	Name	Date:	Date
Approved By:	Name	Date:	Date
Last Updated By:	Name	Date/Time:	Date/Time