

**Vision statement:** *Every person we support will have a full and meaningful life, which means having a home, relationships of all kinds, and a variety of socially valued roles.*

**Mission statement:** *Rygiel Supports for Community Living serves people who have a developmental disability and multiple handicaps. The services are determined by a person's individual needs and are designed to enable each person to be a fulfilled participatory member of the community.*

## **JOB POSTING – SHORT WEEK SUPPORT WORKER (24 - 40 hours/week)**

### **Job Summary:**

The Support Worker is a full participating member of the staff team, which provides support to individuals to have meaningful relationships, activities and work within his/her community. The Support Worker will exercise and model skills to support and enable the team to work collectively with the individual in addressing and meeting the needs identified by the Person Directed Plan and help to bring about the individual's visions.

### **Job Responsibilities:**

- Assisting people supported and team members in fulfilling the Vision and Mission of the Agency
- Provide personal care to people supported
- Assist people supported to get to appointments, activities, work, etc.
- Communicate effectively with families of people supported while continuing to support relationships
- Connect people supported to their neighborhood and community
- Accountable to people being supported, Team Leader and team members in order to attain goals set in Person Directed Plan
- Diligently able to promote healthy eating/living habits and follow guidelines according the Canada Food Guide and dietician recommendations
- Actively attend & participate in Team Meetings

### **Job Requirements:**

- Relevant post-secondary education/academic training with relevant experience a must
- Successful completion of Medication Administration / Pharmacology Course
- Current Cardio Pulmonary Resuscitation (CPR) Basic Rescuer and First Aid Certification
- Clear Criminal Reference Check-Vulnerable Sector
- Proficient computer skills using AIMS, Excel, Word, Internet
- Able to perform moderate to heavy lifting

### **Knowledge, Skills and Credentials:**

- NVCI Certification
- Knowledge of community resources
- Experience with goal setting and completing goals as set out in Individual Support Plan
- Excellent listening/communication skills, and good writing and reporting skills, proper documentation
- Excellent homemaking skills (cooking, decorating, cleaning)
- Assist people supported to adapt and build their employment skills
- Demonstrated participation in and application of assigned training (i.e Conscious Care and Support, Building Connections & Relationships, Your Uniqueness & Importance etc.), to better support individuals
- Excellent conflict management skills using patience, empathy and collaboration
- Excellent organizational skills
- Rygiel Driver requirements an asset

### **Language Skills:**

- Knowledge of alternative communication that will be directed by the individual supported, i.e. Blissymbolics, SIGN language, Pic Symbols, where applicable.
- Ability to understand non-verbal and Gestural language, where applicable
- Demonstrated oral and written English skills, appropriate to the requirements of the position
- French language skills considered an asset

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**Personal Qualities:**

- Demonstration of strong interpersonal skills within a team
- Proven ability to motivate and encourage team members, valuing their strengths
- Ability to plan, implement, organize, multitask, make decisions, problem solve and complete tasks independently, while following the input /directions given by the individual supported.
- Willing to learn new skills, respond to feedback and adapt to any situation
- Willingness to learn and advance in the role
- Proven demonstrated ability to assist individual supported to establish and maintain positive relationship with each other
- Ability to take initiative and demonstrate creativity.

**Specific Skills Required:**

- Experience with health care support
- Experience with mental health care support, including FASD, Autism, anxiety, depression, grounding and de-escalation techniques
- Experience with behaviour support strategies
- Experience working with Behavior Specialist in developing and implementing behavior management plans and strategies
- Ability to modify and adapt strategies and consult on changes with Behaviour Therapist
- Ability to assess and provide follow up for existing healthcare needs of individual supported – complex healthcare condition specific to individual supported which include diabetes management (specially glucose monitoring, insulin administration, diet control, G-tube and G-J tube feedings, oxygen, suctioning, ileostomy care) an asset

**Availability:**

- Available days, evenings, split shifts, weekends and sleepover shifts; willingness to be flexible, reliable and adjust schedules as required by the person(s) being supported and their personal schedule(s).

Qualified individuals are invited to **submit their resume** via fax or email, along with a letter of introduction to:

Human Resources Coordinator - RYGIEL Supports for Community Living  
220 Cranbrook Drive, Hamilton, ON L9C 5V7  
Fax: 905-525-5933

Email: [humanresources@rygiel.ca](mailto:humanresources@rygiel.ca)

***We thank all applicants for their interest, however only those being considered for an interview will be contacted. No phone calls please.***

**RYGIEL Supports for Community Living is an Equal Opportunity Employer**

and will also provide reasonable accommodations, accessible formats and communication supports upon request to persons with disabilities who take part in all aspects of the recruitment and selection process.