Job Posting #: 1_2023_SCL (REVISED)

Nelson CARES Society – Residential Services for Community Living

INTERNAL AND EXTERNAL JOB POSTING

Position: COMMUNITY SUPPORT WORKER

Classification: Casual/On-call with Possibility of Permanent Positions

Location: Nelson, BC

Nelson CARES Society is a not-for-profit organization that provides programs and initiatives in advocacy, housing, employment, support services, and environmental stewardship. Residential Services for Community Living is one of its programs that operates four residences in Nelson that provides at-home and community-based services for adults with developmental disabilities and complex health care needs.

The Community Support Worker (CSW)-Casual is responsible for ensuring the well-being, promoting the development and independence of all the residents participating in the program with health and safety as a priority. This is a unionized position.

A CSW-Casual has the ability to:

- Work in a positive and professional manner with clients, colleagues, and supervisory staff.
- Apply a client-centered approach and to put the needs and desires of the client first during work hours, and to fulfill the obligations of the Society's Employee Code of Conduct.

Main Duties and Responsibilities:

- Assists the residents in all aspects of their care including their physical, social, emotional, spiritual, educational, recreational, and vocational development while promoting their dignity and independence.
- Participates, with resident(s) whenever possible, in all aspects of household chores and maintenance including laundry, meal planning and preparation, general house cleaning, room management, grocery shopping.
- Ensures residents receive medication as per the Medication Administration policy and individual health care plan *(training will be provided)*.
- Ensures residents' safety and well being by following all relevant policies and procedures, licensing requirements, and emergency evacuation procedures.
- Provides transportation for resident as required.

Complete job description is available upon request.

Applicants without training or experience as a Community Support Worker will be considered based on related work experience. This position is a Canadian Experience Class Skill Level B for Permanent Residency Immigration Purposes.

Required Qualifications:

- A minimum High School Diploma or equivalent. Preference will be given to applicants with a Diploma in Classroom and Community Support Worker and/or Long-Term Care Aide Certificates or relevant experience and qualifications.

- Proof of **full COVID vaccination**

- A valid Class 5 BC Driver's License or its equivalent from another province:
    - *Please **do not** apply if you do not possess a valid Class 5 equivalent driver's license.*

- *Required certificates **(Successful candidates will be given 3 months to provide requirements):***
    - Standard First Aid Certificate with CPR C *(two-day course)*
    - A clean Driver's Abstract
    - Physician's Statement of Mental and Physical Competence
    - Criminal Record Check *(to be completed by NCARES once hired, fee to be paid by applicant)*
    - TB Skin Test, if deemed necessary
    - Food Safe Certificate

Compensation:

Current starting hourly wages are as follows:

- Community Support Worker (from 7 am to midnight): Grid Level 10, Step 1 = ***$21.63** and / or,
- Asleep Residential Night Worker (from midnight to 7 am): Grid Level 5, Step 1 = ***$18.98**

Due to the recent ratification of the Collective Agreement and once the disbursement details have been finalized in the next few months, a retroactive wage payment will be based on the new hourly rates made effective on April 1, 2023:

- Community Support Worker (from 7 am to midnight): Grid Level 10, Step 1 = **$25.05** and / or,
- Asleep Residential Night Worker (from midnight to 7 am): Grid Level 5, Step 1 = **$22.02**

Start Date **:** As soon as possible

Application Deadline : Ongoing until positions filled

Please e-mail a cover letter and current resume with e-mail addresses of three references to:

Human Resources Coordinator
Email: recruitment@nelsoncares.ca
(Please indicate position and job posting number on the subject line)

Nelson CARES Society is an equal opportunity employer. All internal candidates will be contacted as to the status of their applications. All external applicants will only be contacted if short-listed for an interview.