



## **EXTERNAL POSTING**

### **HIGH BEHAVIOURAL RESOURCE HOME - RESIDENTIAL WORKER**

**4 positions - 56 HOURS BI-WEEKLY**

**PERMANENT PART-TIME**

**Alternating Daytime & Afternoon shifts Mon - Sun**

### ***Come Join Our Team !***

***Are you looking for rewarding and fulfilling work in a person-centered environment, that recognizes the value and worth of each employee and the individuals we serve?***

***Do you want to be part of a team of qualified care professionals that work together to create opportunities for individuals to live their best lives every day?***

***Are you looking for work that acknowledges the need for growth and learning by providing opportunities for professional development?***

***Do you enjoy working in a collaborative and diverse environment that appreciates the unique talents, skills and cultural differences of all staff, while sharing a clear and purposeful commitment to the mission and values of your workplace?***

MSA Society is looking for qualified care giving professionals who value integrity, respect, and who understand the importance of a team and can build effective relationships with both individuals and other staff members.

### **Position Summary:**

This position will assist individuals with their physical, economic, vocational, recreational, social, emotional and daily life skills development. Assists Individuals in developing emotional regulation skills to reduce volatile, aggressive and/or self-harming behaviour.

### **Qualifications:**

#### ***Education, Training and Experience:***

- Requires a certificate in a related human/social service field
- 1 year of recent related experience or an equivalent combination of education, training and experience.
- Current Food Safe
- Strong, demonstrated knowledge and experience in supporting individuals with complex challenging behaviours with proven methods and effective strategies.
- Strong demonstrated knowledge of supporting individuals to achieve social and emotional goals and objectives while encouraging independence
- Non-violent crisis intervention or Mandt training is considered an asset
- Augmentative Communication & Behavioural Supports Training is considered an asset
- Professional Working Proficiency in written and spoken English
- Class 4 Unrestricted Driver's License required with a positive Drivers Abstract
- Valid First Aid Certificate
- Basic computer skills (Web based applications, e-mails)

### **Job Skills and Ability:**

- Ability to de-escalate and manage volatile behaviours
- Ability to foster positive relationships with colleagues and persons served
- Administers and handles medication in accordance with all protocols, standards, policy and procedures
- Strong communication skills and ability to engage in difficult conversations
- Ability to work without direct supervision
- Ability to work both independently and within teams

### **Key Duties and Responsibilities:**

- Participates in a wrap-around assessment, safety plans, Person Centered Thinking goal setting and program planning with individuals. Documents, implements and provides input into the evaluation of the service plans.
- Uses a variety of tools to support the Individuals to reduce aggressive and/or self injurious behaviours and learn to utilize positive emotional regulation strategies

- Recognizes and handles potential emergency situations for example, volatile behavior, medical distress or self-injury to ensure that no harm comes to the individuals, Staff, and/or the public in accordance with protocols, policy and procedures
- Supports individual to change their aggressive, self injurious behaviours to communicate their needs and to express their emotions
- Provides life skills training such as communication, emotional regulation, meal preparation, housekeeping, personal care skills and personal finances in accordance with the Individuals identified goals
- Promotes independence and opportunities for personal choice, decision making and self determination
- Assists Individuals a wrap-around approach to daily living, for example, individualized nutrition, communication, recreation, sensory, social, relationships, spiritual & cultural needs and basic life skills
- Transports and assists Individuals to appointments and all other community activities
- In collaboration with the Team Leader, maintains accurate financial records for the Individuals and household petty cash
- Identifies social, economic, recreational and educational resources in the community that will provide the Individual with meaningful experiences aligned with their preferences and desires
- Engages with the individual's professional, personal and MSA's staff team to provide a wrap-around approach to service
- Performs residence maintenance and housekeeping duties for example, laundry, cleaning, mopping floors, lawn and garden care, snow removal, inventory, shopping, cleaning and sterilizing equipment and meal services in partnership with Individuals

**General:**

- Wage rate as per BCGEU Collective Agreement, Grid Level 10 - \$21.63 per hour
- This position is eligible for Extended Health & Dental benefits
- This position is eligible for the Municipal Pension Plan
- This position requires Union membership
- This position is open to all persons
- This position requires successful completion of a criminal record check
- This position reports to the Team Leader

**How to Apply:**

Please mention the posting number and name of the position you are applying for in your cover letter. Please note, only short listed applicants will be contacted.

Please submit your cover letter and resume to:

**Matthew Lutz, Human Resources Manager**  
**MSA Society for Community Living**  
**2391 Crescent Way, Abbotsford, BC V2S 3M1**  
**Email: [Careers@msasociety.com](mailto:Careers@msasociety.com)**

**JOB POSTING # 21.024**

**Closing Date: October 14, 2021, no later than 12:00 noon**

*COVID-19 considerations: MSA practices universal health precautions, as well as daily health checks and provides staff with PPE.*