

Job Description

| Identifying Information | |
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| Position Title: | Live-in Residential Care Worker |
| Occupation: | Residential Care Worker |
| Reports To: | Program Manager or Team Leader |
| Positions Directly Supervised: | No direct supervision |

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| General Purpose: |
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The Live-in Residential Care Worker lives in the support location to provide critical services as an emergency response model during a pandemic, to the people supported by Christian Horizons. The Live-in Residential Care Worker seeks to promote Christian Horizons' Service Principles by respecting existing relationships, promoting citizenship, valuing people's gifts, recognizing self-determination, encouraging growth and development, and recognizing the need for holistic supports in a manner that considers each person's intrinsic value.

The Live-In Residential Care Worker assists with activities of daily living and promotes life development as outlined in person centered plans where possible while remaining safe at home. The Live-in Residential Care Worker completes administrative duties and responsibilities as required or assigned.

The Live-in Residential Care Worker supports each person to maintain relationships in ways that protect each person's health in accordance with the Public Health and Government led directives that occur during a pandemic. The Live-In Residential Care Worker works in a manner that reflects the core Values of Christian Horizons; Valuing People, Fostering Belonging, Serving Others and Respecting Gifts. They respect and uphold the Values, Vision and Mission of Christian Horizons, demonstrating the highest standards of courtesy, respect and integrity in their dealings with persons supported, other employees and both internal and external stakeholders.

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| Activity A: Building Communities of Belonging |
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- Engage in support that exemplifies value and respect for the gifts of people.
- Search for and promote various ways people can share their gifts in ways that in accordance with the physical distancing directives from Public Health.
- Encourage and enable people to develop skills so that they can nurture their growth in self-determination.
- Support people to develop or strengthen relationships with friends, family, colleagues and acquaintances through technology.

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Activity B: Holistic Supports

- Work with the person and any involved family or advocates to determine a person's physical, intellectual, emotional and spiritual needs.
- As directed by the person supported, support the achievement of established goals.
- Assist with personal hygiene (e.g., supporting people to bathe, practice dental care), dressing, maintaining medication supply and medication administration, and health treatments, as needed while fostering independence.
- Ensure access to available health care in accordance with a person's needs and choices, and work with Public Health directives if required.
- Ensure that opportunities are regularly sought to value people's gifts and enhance their quality of life by working with persons supported and their personal restrictions (legal, clinical, etc.).
- Foster independence by identifying responsibilities, mentoring and support to ensure successful completion as needed.
- Demonstrate initiative by anticipating and preparing for challenges and work within protocols and training to respond to incidents.
- Provide crisis/emergency supports.
- Using an individualized approach, solve problems and make decisions in collaboration with people supported, supervisors, teams, and families/advocates.
- Demonstrate resilience by maintaining a high level of professionalism.
- Respect each person's home and empower people with choice and participation.
- Perform household and property maintenance duties as required (e.g., inspections, maintenance checks, fire drills, and alarm testing).
- As required, provide support with the completion of: healthy menu planning, safe meal preparation, housekeeping duties, laundry, yard work, garbage removal, and personal supply inventory.
- Adhere to health and safety standards at all times.

Activity C: Team and Administrative Responsibilities

- Understand policies and procedures of Christian Horizons and apply them.
- Make recommendations for improvement to existing protocols as assigned.
- Ensure accurate collection of information and documentation to provide to professionals as necessary.
- Ensure accurate documentation and maintenance of all records and reports, including filing.
- Provide financial supports and documentation for persons supported as needed (financial records, banking, journals, trust accounts, inventories).
- Work collaboratively and cohesively within assigned teams.
- Attend and participate in team meetings, and required e-learning.
- Engage in effective communication both verbally and in writing with people supported, coworkers, families, community partners, and the general public.
- Meet with supervisor to plan, problem-solve, and address performance related issues.
- Participate in investigations and/or inquiries as required.
- Maintain a high degree of confidentiality.

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Job Description

| Job Specifications | |
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| Experience: | 3-6 months |
| Education: | Developmental Services Worker Diploma or Child and Youth Care Diploma (preferred) |
| Skills and Core Competencies: | Emergency First Aid/CPR NVCI Training or Organizationally Approved Equivalent Advocating for Others Collaboration Creative Problem Solving & Decision Making Fostering Independence in Others Initiative Interpersonal Relations & Respect Resilience |
| Physical/Mental Demands: | Involves assisting people supported with personal care needs May involve driving/travel with people supported as passengers Hazards could include verbal or physical aggression May require heavy lifting Intermittent periods of intense mental demands May involve awkward positions causing strain or fatigue |
| Work Conditions: | Christian Horizons is a continuous operation so employees will be scheduled for an agreed upon # of weeks living at the location where people are supported followed by same # of weeks off Residential based work Possible exposure to bodily fluids and contagious diseases |
| The position is open to any qualified applicant regardless of how they identify with any Human Rights protected ground including religion. | |

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