



SOCIAL WORKER

JOB POSTING

Position Title:	Social Worker	Employee Group:	Permanent Full-Time
Department:	Corporate	Classification:	SW
Reference #:	SW PERM FT 2019-04	Hourly Rate:	Non-Union
Application Deadline:	December 20, 2019	Hours/Week:	37.5 hours per week
Application Details:		Hours:	0830 to 1630
Start Date:	ASAP		After-hours, Evenings and weekends maybe required

Organization Background:

Holland Christian Homes is seeking an enthusiastic and qualified Social Worker to join our winning team.

Holland Christian Homes consists of 6 Independent/Assisted Living Towers as well as Faith Manor and Grace Manor which are private, non-profit Christian Long Term Care facilities situated in the City of Brampton. Holland Christian Homes is a dynamic, innovative organization that provides a full continuum of care to individuals in a Christian atmosphere.

We believe that individuals requiring our services have the right to a lifestyle that adequately meets their physical psychological, social, cultural and spiritual needs. These services are provided by fully qualified professional staff who delivers care using a holistic approach to provide quality care and quality of life to individuals.

Holland Christian Homes was awarded Exemplary Standing by Accreditation Canada in 2019!

Position Summary:

Under the direction of the Activation Manager, the Social Worker will support residents, their families and substitute decision makers who have been identified as needing social work intervention. The Social Worker will also refer clients to appropriate community resources where required. This position supports the emotional and psycho-social needs of the resident (and family) throughout the transition process into long term care starting from providing tours to prospective residents to the initial orientation / admission day paperwork and throughout their stay in long term care. This positions leads the Palliative Care / End of Life Care Program.

Major Responsibilities:

- Supports the resident (and family) transition process starting from providing tours to prospective residents to the initial orientation / admission day paperwork and through their stay in long term care.
- Signing of admission paperwork, and initial facilitation of the goals of care discussion.
- Advocates on behalf of residents and their families, focusing on the social and emotional impact of physical and mental impairment, preservation and enhancement of physical and social functioning, and promotion of physical and mental health towards and optimal quality of life, while building upon existing strengths, enhancing adaptations, and modifying risks that interfere with optimal quality of life.
- Coordinates and facilitates tours to potential and newly accepted residents and their family members/POAs.
- As a multidisciplinary team member, participates in ongoing care planning through involving the resident and family as much as possible.
- Enhances residents' care, including promoting holistic approaches, maintains therapeutic relationships with residents and families and provides specialized individual resident and family counseling, engaging in resident advocacy, family support groups, and co-ordinating with other community services.
- Leads the Palliative Care / End of Life Care Program.
- In conjunction with the Pastors and Activity staff, plans for and coordinates an annual Celebration of Life (or more often as required).
- Performs other duties as required.

Qualifications:

- Must be Registered under the Social Work and Social Service Work Act, 1998 O. Reg. 79/10, s. 63
- Must possess a current membership with the College of Social Workers and Social Service Workers
- 1-2 years of experience working in Long-Term Care facility.
- LEAP Training Certified and / or end of life care training is an asset



- Knowledge of Ministry of Health Inspection Protocols and the LTCHA is considered an asset
- A thorough knowledge of the RAI – MDS process, Care Planning and computerized documentation process is considered an asset.
- Able to maintain a position of trust and confidentiality
- Must have good organizational skills and able to maintain accurate and up to date files
- Excellent communication, leadership, organizational and interpersonal skills
- Must possess strong computer skills (word processing, spreadsheet, database)
- Must have good time management skills
- Must be available for after hours, evenings and weekends, if required
- Satisfactory Vulnerable screening
- TB Test, Proof of Annual Flu Immunization or willing to get immunized (Unless medically exempt)

**Interested and qualified applicants should forward a Resume and Cover Letter in confidence, to:
Human Resources – Deposit in Drop Box outside HR Office opposite Main Reception**

Holland Christian Homes welcomes diversity in the workplace and encourages applications from all qualified individuals.

Holland Christian Homes is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation for disability during any stage of the recruitment process, please indicate this in your cover letter. Applicants agree that by providing personal information in response to this posting, and otherwise in any recruitment process with the Company, such personal information may be retained and used by HCH for a period of one (1) year from the date of this application, for the purpose of consideration for employment opportunities which may arise during that time period, unless an Applicant notifies the Company to the contrary."

We thank all applicants for their interest in this position, however, only those individuals selected for an interview will be contacted. No phone calls please.

Disclaimer:

In keeping with Long Term Care reform, best practices, funding and direction this position may later require knowledge, skills, abilities and working conditions not noted here.