



BEHAVIOURAL SUPPORT LEAD

JOB POSTING

Position Title:	Behavioural Support Lead	Employee Group:	Permanent Full-Time
Department:	Faith Manor Nursing	Classification:	Non-Union
Posting #:	FM BSL PERM FT 2021-64	Hours:	37.5 hours per week Available evenings and weekends
Application Deadline:	September 24, 2021– 0900 h		
Application Details:	Submit a resume and cover letter to HR		
Start Date:	ASAP		

Are you a nurse looking to advance your long-term care career and ready for a new challenge? Are you ready to build upon your analytical, collaborative, and leadership skills with a resident-care focus? If so, then consider growing with us at Holland Christian Homes in Faith Manor!

The Behavioural Support Lead role enhances the care and support of older people who live and cope with responsive behaviours linked to cognitive impairments and mental health conditions. The Behavioural Support Lead formulates interventions, collaborates with care partners to navigate the care system to find person centered support for residents and their families. This Behavioural Support Lead position is reporting to the Director of Resident Care, responsible for the overall behavioural support needs of residents in the home and leading the behavioural support program.

Organization Background:

Holland Christian Homes Inc., is a dynamic, innovative organization that provides a full continuum of care to individuals in a Christian atmosphere. It consists of two long term care homes and 6 assisted living/independent living apartment towers located in Brampton.

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 deliver care using a holistic approach to provide quality care and quality of life to individuals.

Specific responsibilities include:

- Participate in conducting behavioural assessments and assist Director of Resident Care/Assistant Director of Resident Care in screening applicants for admissions
- Implement and document specific behavioral interventions
- Monitor and evaluate care as provided
- Provide hands on assistance with the provision of care
- Coaches other direct care staff in long term care home as necessary
- Collaborate with Behavioral Support Ontario leads Central West LHIN
- Updates and monitors behavior tracking forms
- Assist in the leading/supports BSO quality improvement initiatives
- Assist in the leading education and knowledge transfer to all staff on preventative behaviour management
- Other duties as required

Qualifications:

- Bachelor's Degree in Nursing, the College of Nurses of Ontario as a Registered Nurse or Registered Practical Nurse.



- At least one-year work experience in a Long-Term Care Facility
- At least one year's work experience with the Behavioural Support Ontario initiatives
- GPA Coach and Montessori based programming trained is an asset
- Good understanding of government structures and legislation as they relate to healthcare and long-term care homes.
- Good communication and interpersonal skills
- A comfort level in maintaining the core values and traditions of Holland Christian Homes as a Christian Homes
- Satisfactory Vulnerable Sector Screening (Police Check).
- Evidence of a negative TB and Covid-19 tests and up to date immunization including flu shot (unless medically exempt).

Interested and qualified applicants are invited to apply by submitting a Resume and Cover Letter in confidence to: Human Resources - jobs@hch.ca

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.