

Overnight Relief Rehabilitation Facilitator

The Opportunity

Are you looking to enhance your education with hands on experience working within a team of dynamic, creative and highly trained individuals?

We are currently seeking *Overnight Relief Rehabilitation Facilitators* to join our caring, innovative team.

Do you have a flexible schedule to work overnight shifts (which are either 10 or 11 hours long) on weekdays and/or weekends? Are you available to work holidays and have the ability to pick up shifts on short notice?

If you are passionate about helping people to achieve active independence, and community participation, contact us today!

Why Dale Brain Injury Services?

Dale Brain Injury Services (DBIS) is a not-for-profit agency that is an internationally recognized community-based rehabilitation organization that provides exceptional services to individuals and families living with the effects of an acquired brain injury. The objective of all of our services is to work with each client to maximize one's potential for independence, reintegration into the community, vocational and avocational success, and positive relationships. Simply put:

We build futures.

DBIS is committed to building and sustaining a diverse, inclusive and equitable working environment for all clients, students, staff and volunteers. We believe every team member enrich our diversity by exposing us to a broad range of ways to understand and engage with the world.

DBIS offers a variety of programs to meet the diverse needs of families including, Group Services, Assisted Living, Community Transitional Services and Respite programs for individuals living with an acquired brain injury. Some of our programs operate 24/7, 365 days of the year.

The Role:

1. The clients we support come from a variety of backgrounds and each has a unique set of strengths and attributes.
2. Establish and maintain positive professional relationships with clients, family members, employees, professionals, partner agencies, and vendors.
3. Ensure that interactions with clients are therapeutic and supportive.
4. Practice principles of person centred support; act with compassion, dignity and respect.
5. Maintain accurate records and documents as per accepted standards and practices.

What we're looking for:

- A degree or diploma in human services from an accredited college or university.
- Consideration will be given to candidates who are currently enrolled as full-time students in an applicable program of study.
- Prior experience in community based human services delivery preferred but not mandatory.
- Functionally capable of supporting individuals with physical/mobility challenges.
- Capable of providing direct support to individuals with a range of service requirements including functional independence training, basic personal hygiene, support with medication, community access and housekeeping tasks.
- Functional awareness of acquired brain injury.
- Proficiency in the use of personal computers, mobile devices, standard business and productivity software (i.e. Microsoft Office).
- Ability to problem solve and show initiative within an appropriate scope of practice.
- Proven ability to work effectively in a team setting.
- Current Standard First Aid and CPR, level C certification.
- Demonstrate effective oral and written communication skills.
- Be empathetic, energetic, resourceful and motivated.

Successful Candidates may also have:

- Valid class “G” driver’s license, and clean drivers abstract.
- Access to a personal vehicle, is preferred but not required to work in all programs.

Mandatory requirements:

- Demonstrate the ability to lift, maneuver, and carry at least 30 pounds (e.g. to assist with transferring participants in and out of bed, shower, chair or wheelchair.)
- Complete a physical examination (with the physician of your choice) is required as a condition of hire, in order to demonstrate the physical capability to perform the duties of the job.
- Provide a Police Vulnerable Sector Check (PVSC) completed within the last 12 months.

Vaccination Requirements

- DBIS requires that all staff members be fully vaccinated against COVID-19, with the rare exception of those individuals who cannot be vaccinated due to approved exemptions (medical reasons or religious grounds as recognized in the Ontario Human Rights Code).
- All employees must undergo regular rapid antigen testing.

Your Availability:

- A flexible schedule to work night shifts (which are either 10 or 11 hours long) on weekdays and/or weekends.
- Availability to work holidays and have the ability to pick up shifts on short notice is also required.
- In the event that there are not sufficient overnight shifts available in a given week, the staff may also pick up other available shifts.
- Relief staff must work a minimum of 8 hours per week over a 12-week period to maintain active employment.
- All new hires must be available to successfully complete a robust training program that includes virtual training, CPI, and on-the-floor training. Mandatory training is scheduled on weekdays.
- Casual-relief hours are not guaranteed.

What we offer:

In addition to providing fulfilling work and a flexible work environment, we believe that everyone should share in our team's success in a material way. We have:

- Competitive salaries
- Temporary \$3/hour wage increase for direct support hours
- Flexible schedule
- Employee Assistance Program
- Employee discounts and perks program
- Continuous learning and development opportunities

Job Types: Casual-Relief

Duration: Permanent

Casual hours: 8-31 hours per week

Salary: \$25.11-\$27.54 per hour

We thank all applicants for their interest however, only those selected for an interview will be contacted. If you require accommodation, please indicate when applying. Our organization commits to an equitable, inclusive, and barrier-free recruitment and selection process. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Dale Brain Injury Services is committed to building and fostering an environment where our team feels included, valued, and heard. We believe that a strong commitment to diversity, equity and inclusion enables us to make the world better for everyone. We welcome applications from Indigenous, Black, racialized persons, people with disabilities, 2SLGBTQ+ persons and/or people with intersectional identities.

COVID-19 considerations:

We follow all public health guidelines, proactively changing and updating our practices as necessary. The interview process is virtual. Successful candidates are required to participate in rapid antigen testing, and provide proof of 2 COVID vaccinations.

If Dale sounds like a great fit for you, we would love to chat!