



Community Support Worker – Part Time and Casual – North Vancouver

Position Type: Part Time (4 day/afternoon positions, 2 overnight awake positions) and Casuals

Location: North Vancouver

Compensation: \$25.95 per hour as per Community Living Collective Agreement plus excellent extended health benefits and Municipal Pension Plan after probation where applicable.

Schedules: See end of posting for schedules and other details

Start Date: January 15, 2026

About posAbilities:

posAbilities assists individuals with developmental disabilities to lead meaningful and healthy lives. We accomplish this by partnering with local communities to provide a comprehensive range of person-centred services for individuals and the families who care for them. Our organization is a place where inclusion, diversity, equity and accessibility are integral to our culture and operations. We thrive to help our employees experience joy, meaning and beauty at work. They have more opportunities to be creative and autonomous, living life doing what they love.

About the Position:

We are currently searching for passionate individuals to make a difference in the lives of adults with developmental disabilities by working frontline with them and achieve our mission of good and full lives for everyone. All of the vacancies are located in our newest program in North Vancouver that is estimated to open on **January 15, 2025**. Our goal is to support every person in presenting their true self within the communities where they live and work. Gain the gratification of knowing you are instrumental in helping individuals create their success!

About YOU:

- You hold a strong commitment to protecting the Human Rights of our persons served. This commitment comes from your grounded philosophy of supporting people with challenges living and working in the community.
- You hold a degree or certification in human services (or related discipline) or you have an acceptable combination of education/experience.
- You have experience working with people who live with physical, mental or social barriers.
- You can be the creative spark or productive dynamo in a team; having an emphasis on leadership, self-initiative, patience, maturity and tact.
- You are a confident writer, speaker and are rarely intimidated in any conversation.
- You are a great organizer; deadlines are up-to-date on your calendar or meals are prepped for the week.
- You aren't a tech guru, but you can help your grandma understand how to send emails. Learning new technology and data platforms doesn't daunt you.
- You know your way around the local community, having knowledge of the resources and services available.

You MUST have the following:

- Emergency (or Community Care) First Aid and CPR level B, or C + AED
- TB test performed within BC
- A medical self-declaration certifying your ability to safely perform duties required
- A clear Criminal Record Check for Children and Vulnerable Adults (a consent form will be provided upon hire)

- **Class 5 driver's license**
- Reliable personal vehicle with business insurance and 3M liability and a clean driver's abstract (except for overnight awake positions)
- Experience with supporting individuals who require behaviour supports.
- Must be comfortable working alone in a 1:1 setting

YOUR Typical Day:

- You will be an advocate for people's desires and choices.
- You promote each individual's independence and help create opportunities for them to learn and practice new skills.
- You could be acting in theatre, drawing art or holding music sessions with individuals to develop and promote their gifts, talents, qualities and abilities.
- You will learn and practice with each individual's method of communication. You will also help grow and develop their method of communication.
- You provide input in developing, implementing and documenting each individual's Personal Service Plans (PSPs).
- You help individuals with their personal care needs and assist in maintaining a standard which will ensure that they are seen positively by their friends, family and community.
- You support individuals in building and maintaining fulfilling relationships with family, friends and neighbours.
- You administer medication, arrange for travel, and maintain appropriate documentation and records.
- You maintain positive working relationships with all professionals involved in the care of the individual.

Position 1 – benefits eligible, overnight awake schedule, no driver's license required

Sun/Mon/Tue/Wed: 10pm – 7am, Thu/Fri/Sat: OFF, 36 hours weekly total

Position 2 – benefits eligible, overnight awake schedule, no driver's license required

Thu/Fri/Sat: 10pm – 7am, Sun/Mon/Tue/Wed: OFF, 27 hours weekly total

Position 3 – benefits eligible, class 5 driver's license required

Sat/Sun: 7am-2pm, Mon/Tue: 7-11am, Wed/Thu/Fri: OFF, 22 hours weekly total

Position 4 – non-benefits eligible, class 5 driver's license required

Wed/Thu/Fri: 7-11am, Sat: 7am-2pm, Sun/Mon/Tue: OFF, 19 hours weekly total

Position 5 – non-benefits eligible, class 5 driver's license required

Fri: 3-10pm; Sat 4-10pm; Sun/Mon/Tue/Wed/Thu: OFF, 13 hours weekly total

Position 6 – non-benefits eligible, class 5 driver's license required

Sat/Sun: 12-4pm; Mon/Tue/Wed/Thu/Fri: OFF, 8 hours weekly total

Position 7 – casual, must be available to work in North Vancouver, no driver's license required

YOUR Application:

Please apply with your resume via our website at www.posAbilities.ca/careers or via email at careers@posAbilities.ca.

At pos**Abilities** we are committed to fostering an inclusive workplace environment, and we actively seek to identify, eliminate and prevent barriers to employment, including those that may be within our hiring process. We recognize that individuals may require accommodations to fully participate in our hiring process. If you need assistance or accommodation at any stage of the process, please feel free to reach out to us at careers@posabilities.ca for further assistance.