



Behaviour Support Worker

Position Type: Casual and Part Time positions available

Location: Burnaby, Coquitlam

Compensation: From \$25.95 per hour – as per Community Living Collective Agreement

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-centered services for individuals and the families who care for them. 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 who are **experienced with individuals who are non-verbal, have heightened behaviours and with crisis intervention**. 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 A, B, or C + AED
- A clear Criminal Record Check for Children and Vulnerable Adults (a consent form will be provided upon hire)
- Class 5 or 4 driver's license for part time positions
- Experience with supporting individuals with high or challenging behaviours and require behavior 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.

YOUR application:

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

At *posAbilities*, 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.