

Soci t  Alzheimer Society

BRANT, HALDIMAND NORFOLK,
HAMILTON HALTON

POSITION POSTING

Position Title: **BSO Outreach Worker - Brantford**

Full-time Permanent (35 hours per week)

The Alzheimer Society of Brant, Haldimand Norfolk, Hamilton Halton (ASBHNHH) is looking for a full-time BSO Outreach Worker to join the Behavioural Supports Ontario (BSO) Community Team in Brantford. The successful applicant will provide urgent and non-urgent in-home and transitional support for the BSO population with a focus on addressing responsive behaviours. The BSO Outreach Worker follows and supports the client through episodic home visits to provide assessments, create and apply behavioural care plans, service coordination and collaboration with other providers (Hospitals, Primary Care, Ontario Health, Community Care, etc), and to educate the caregivers about strategies for reducing the escalation and/or prevention of responsive behaviours. Functions of practice for the BSO Community Team include: in-home holistic assessment; development of behavioural care plans; service coordination; education and coaching; person-centered care planning; advocacy; capacity building; and overall system navigation.

The Alzheimer Society is an equal opportunity employer and is dedicated to building a workforce that reflects the diversity of our communities in which we serve. We respect the diversity in our community that includes, but is not limited to, race, ethnicity, national origin, gender identity, gender expression, sexual orientation, age, ability, socio-economic status, class, neurodiversity, and religion. We are committed to inclusive, barrier-free recruitment and selection processes in accordance with the Human Rights Code and AODA and encourage applications from people with disabilities. Accommodations are available on request.

This role is located in our Brantford office with travel throughout Brant County. Office hours are Monday to Friday from 8:30am to 4:30pm, but occasional evening and weekend work may be required. The salary range for this position is \$48,867 to \$61,079. We also offer a competitive Group Benefits and RRSP package.

Specialized Knowledge and Skill Requirements:

- Demonstrated knowledge and skill working with elderly individuals with various types of dementia, delirium, mental health, addictions, other neurological conditions and those who experience an acute behavioural change
- Demonstrated knowledge and best practice in behavioural assessments and case management
- Knowledge of local Community Support Services, Primary Health Care and Mental Health services
- Knowledge of consent and capacity issues and legislation involving this population (e.g. role of Public Guardian and Trustee, SDM act, Health Care Consent Act, Mental Health Act)
- Ability to perform comprehensive bio-psychosocial assessment and build rapport with clients
- Demonstrated critical thinking skills to ensure preventative and early detection methods are applied
- Demonstrated troubleshooting skills and ability to problem-solve
- Valid driver's license, access to a reliable vehicle, and willingness to travel is required and working in various settings/environments
- Clear criminal reference check for the vulnerable sector
- Knowledge of PIECES framework and templates is a strong asset
- Knowledge of current psychiatric and geriatric medications is considered an asset
- The ability to speak a second language is considered an asset

Educational and Experience Requirements:

- Undergraduate degree in a related health discipline with specialization in geriatrics is required (e.g. Nursing, Social

Work, Occupational Therapy). At a minimum, a diploma in Social Service Work, Recreational Therapy, Gerontology or a related field is considered in combination with demonstrated work experience in the field of geriatrics.

- A minimum of 3 years of experience in a comparable outreach case management or community outreach role working with a defined population.
- Current CPR/First Aid certification and Training in Gentle Persuasive Approaches (GPA)
- Familiarity with standardized assessment tools (e.g. Folstein, Cornell, Cohen-Mansfield, MoCA)

Benefits and Working Conditions:

- 35-hour work week
- Three weeks paid vacation to start (+2 additional float days)
- Paid sick time after three months
- Excellent Group Benefits package
- Competitive Group RRSP package
- Flexible work schedule. While primarily working in office; potential for work from home days. Some evening work may be required
- Employee Assistance Program
- Collaborative and supportive team environment

Interested candidates are asked to submit a cover letter and resume to HR@alzda.ca by April 29, 2024.

We thank all applicants for their interest however, only those selected for an interview will be contacted.