

Société 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.

This position is located in our Brantford office with extensive travel throughout Brant County. Office hours are Monday to Friday from 8:30am to 4:30pm, however occasional evening and weekend work may be required. The hourly range for this position is \$26.85 to \$33.56.

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 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
- Knowledge of PIECES framework and templates is an asset
- Familiarity with standardized assessment tools (e.g. Folstein, Cornell, Cohen-Mansfield, MoCA)
- Knowledge of current psychiatric and geriatric medications is an asset
- Must have a valid driver's license and regular access to a reliable vehicle
- Must have regular access to a mobile phone capable of downloading the Microsoft Authenticator app to support two-factor authentication for IT security purposes
- A valid vulnerable sector police check issued within 3 months of the hiring date
- Ability to communicate in a second language is 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) is an asset

Benefits and Working Conditions:

- 35-hour work week
- Three weeks paid vacation to start (+2 additional float days)
- Excellent Group Benefits package
- Generous paid sick time after 3 months
- Competitive Group RRSP after 1 year
- Flexible workplace privileges
- Employee Assistance Program
- Collaborative and supportive team environment

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.

Interested candidates are asked to submit a cover letter and resume to HR@alzda.ca by March 3, 2025.

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