

Société Alzheimer Society

BRANT, HALDIMAND NORFOLK,
HAMILTON HALTON

POSITION POSTING

Position Title: **Responsive Behaviour Specialist (Retirement Homes) Hamilton and Halton**

Full-time, Permanent (35 hours per week)

The Alzheimer Society of Brant, Haldimand Norfolk, Hamilton Halton (ASBHNHH) is looking for a Responsive Behaviour Specialist (RBS). Under the direction of the Team Lead, Specialized Supports and Research, the RBS will provide consultation services to BSO high risk clients in retirement homes and community settings in Hamilton and Halton. In addition, the RBS acts as a Geriatric Specialist and seeks to enhance the care of this population through education, training, and support to service providers in the area of geriatric mental health and dementia.

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 role is based out of the Ontario Health atHome office on Pritchard Road in Hamilton, with extensive travel throughout the greater Hamilton and Halton areas. Office hours are Monday to Friday from 8:30am to 4:30pm, but occasional evening and weekend work may be required. The hourly range for this role is \$32.50 to \$34.50 based on 1820 hours annually.

Responsibilities:

- In collaboration with retirement homes, completes comprehensive assessments based on a PIECES approach and collateral information from carers and care providers.
- Conducts assessments using evidence supported screening tools such as the Folstein, Cohen Mansfield Agitation Inventory, etc.
- Develops an intervention plan including accessing augmented resources where appropriate; reassesses and modifies the intervention plan as required.
- Facilitates referrals/transfers to other services, programs and hospitals (includes Schedule 1 facilities).
- Provides educational support to staff of retirement homes and community support agencies using a variety of approaches including, but not limited to, case-based consulting, educational in-services, workshops, accessing and interpreting information and research to support evidence-based client-centred practice, and the development of programs and system-level strategies.
- In collaboration with BSO Community Team Leads, contribute to the development of assessment protocols that incorporate sustainable, best-practice frameworks.

The above tasks are representative but not all-inclusive

Educational & Experience Requirements:

- A degree in a regulated health or social service discipline is required (e.g. Nursing, Social Work, Psychology, Occupational Therapy, etc.); Masters is preferred
- A minimum of three (3) to five (5) years of experience working with older persons with complex mental health and physical needs and associated behavioural issues is required, including individuals living with Alzheimer's disease and related dementias.
- Must have advanced best-practice skills in psychogeriatric and geriatric screening, assessment, care planning, and

the development of intervention strategies.

- Must have demonstrated experience and knowledge related to the interpretation of laboratory and diagnostic test results and their implications.
- Must have consultation and problem solving skills, excellent interpersonal and communication skills, and the demonstrated ability to work both independently and as a member of a team.
- Must have strong leadership skills and the ability to act as a role model and teacher in client-centered care.
- Must have the ability to act as a resource in facilitating crisis intervention.
- Must have proficiency with Microsoft Office Suite applications and various technological platforms.
- 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
- Membership in a professional college is an asset
- A valid vulnerable sector police check issued within 3 months of the hiring date
- Ability to communicate in a second language is an asset

Benefits and Working Conditions:

- 35-hour work week
- Three (3) weeks paid vacation to start (+ two (2) additional float days)
- Generous paid sick time after three (3) months
- Excellent Group Benefits package after three (3) months
- Competitive Group RRSP after one (1) year
- 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 June 20, 2025.

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