

Société Alzheimer Society

BRANT, HALDIMAND NORFOLK,
HAMILTON HALTON

Job Posting

Title: BSO Outreach Worker

Full Time 12-Month Contract **Hours:** 35/week (1820hrs/year) **Rate of pay:** \$29.00 - \$31.00/hr

Location: Hamilton **Start Date:** end of July

About us: The Alzheimer Society of Brant, Haldimand Norfolk, Hamilton Halton (ASBHNHH) is the local community agency dedicated to supporting families living with dementia. Visit us at <https://alzda.ca>.

The Alzheimer Society values work-life balance. We are an equal opportunity employer and are dedicated to building a workforce that reflects the diversity of our communities in which we live and serve. We respect, honour, and celebrate the diversity in our community.

Position Summary: Under the direction of the Team Lead, BSO Community Team, this position provides 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, OHaH, Community Care, etc.), and to educate the care partners about strategies for reducing the escalation and/or prevention of responsive behaviours.

Primary Responsibilities:

- Maintains an active caseload providing a comprehensive behavioural assessment, follow-up, and referral (through warm hand-off), as per the guidelines of the BSO program.
- Reviews and evaluates the recommendations and behavioural care plan in consultation with the client, family, and service providers.
- Coordinates services and intervention strategies with other organizations, health service providers, and/or teams; facilitates joint visits with other social and health care programs as well as works closely with the BSO LTC team to transition the client, where appropriate.
- Identifies strategies and linkages to address educational needs of the client, family, and service providers.
- Maintains proper documentation that is timely, objective, and informative.
- Prepares and submits required administrative documentation and statistics as requested by the BSO Community Team Lead.
- Participates and actively contributes to program quality improvements, evaluation, and research base activities as instructed by the BSO Community Team Lead.
- Reviews and evaluates the effectiveness of the services provided with clients/caregivers and facilitates adjustments with the service provider as needed.
- Provides education about responsive behaviours and dementia to clients and families

The above tasks are representative but not all-inclusive.

Requirements:

- Undergraduate degree in related health discipline with specialization in geriatrics (e.g. Nursing, Social Work, Occupational Therapy). At 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.
- 3 years of experience in a comparable outreach case management or community outreach role working with a defined population.
- Experience with elderly individuals with various types of dementia, delirium, mental health, addictions, other neurological conditions and those who experience acute behavioural change
- Knowledge of local Community Support Services, Primary Health Care and Mental Health services
- Knowledge of consent and capacity issues and legislation involving this population
- Familiarity with standardized assessment tools (e.g Folstein, Cornell, Cohen-Mansfield, MoCA)
- Knowledge of PIECES framework and templates (asset)
- Must be detail oriented, well organized and have good problem-solving skills.
- Must handle confidential and sensitive materials and information with discretion and professionalism.
- Excellent oral and written communication skills are required.
- Brings an enthusiastic, empathetic, positive thinking approach.
- Ability to communicate in a second language (asset).
- Valid drivers' license and regular access to a reliable vehicle (required).
- Candidates must have access to a reliable phone capable of downloading an app (e.g., Microsoft Authenticator) to support two-factor authentication for IT security purposes.
- A valid vulnerable sector police check issued within 3 months of the hiring date.

All employees are expected to abide by the ASBHNHH Code of Conduct.

Benefits and Working Conditions:

- 35-hour work week
- Flexible workplace privileges
- 3 weeks paid vacation to start (+ 2 additional float days)
- Paid sick time
- Employee Assistance Program
- Collaborative and supportive team environment

How to apply: Interested candidates are asked to submit a cover letter and resume to HR@alzda.ca by 11:59pm on July 8, 2025.

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 for candidates taking part in all aspects of the selection process.

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