

Residential Support Workers
LOCATION: Toronto, ON
POSITION TYPE: Full-time Contract/Permanent
POSTING CLOSING DATE: October 14, 2020



lumenus
Community Services

In April 2020 Adventure Place, The Etobicoke Children's Centre, Griffin Centre and Skylark Children Youth & Families amalgamated to form Lumenus Community Services. The vision of Lumenus is to provide excellent, accessible and integrated mental health, developmental and community services where every client has the opportunity to be seen, be heard and to be well.

Lumenus Community Services is currently hiring for permanent and contract roles in our programs located in North York, Scarborough and Richmond Hill.

The residential treatment programs are transitional in nature (clients can be in the programs for one to two years) and serve individuals with dual diagnoses (developmental disabilities and other secondary diagnoses such as autism, ADHD, and other mental health, behavioural, or emotional issues). The treatment homes are co-educational in nature and are designed to be responsive to individuals with high needs who are unable to access already existing community-based resources due to their clinical profiles (i.e., high need for support and supervision). The programs assist clients in achieving their individualized goals by providing safe, structured and predictable environments.

KEY RESPONSIBILITIES:

- Ensure supportive, safe, and predictable environment through the establishment of routines and limits;
- Support individuals with spectrum of needs including life skills, social skills, emotional regulation skills, and hygiene;
- Consult with multidisciplinary team to develop and implement a range of clinical interventions and programs based on individual client (eg. behaviour protocols, skill-building programs);
- Liase with mental health professionals to develop and implement assessments, goals, and treatment plans for assigned cases (eg. service review and clinical meeting presentations);
- Ensure communication of all pertinent client and program related information and events to other team members and members of the multi-disciplinary team including social worker, day program/school, and outside agencies;
- Work collaboratively in an intensive program, designed to develop an understanding of the individuals within the program, and how to best support them so that they can be transitioned into existing community based settings or to return home;
- Assume various administrative responsibilities in accordance with the operation of the residence (ie. maintain up-to-date case records, service reviews, daily logs, data tracking and compilation).

Preference will be given to an individual with knowledge and experience in supporting persons with a dual diagnosis **within the youth or adult sector** and experience in the implementation of service plans, which incorporate: sexual orientation, gender identity, ethno-racial needs, social and life skills as well as behavioural assessment and management techniques.

QUALIFICATIONS/EXPERIENCE:

- Child and Youth Worker, Social Services or Developmental Services Worker diploma, or equivalent education and experience;

- 1 or more years' experience in a residential setting;
- Personal resilience combined with a compassionate, insightful perspective fostering a steady commitment to clients whose emotional, behavioural and mental health profiles can be acutely troubled for extended periods.

SKILLS/KNOWLEDGE:

- Able to demonstrate knowledge of **autism, dual diagnosis**, and the impact on the clients and their families;
- Knowledge of LGBTQ, racialized, and newcomer communities, as well as lived experience of racism, ableism, homophobia, or transphobia are advantageous;
- Strong assessment and treatment planning skills;
- Ability to be flexible, resourceful and possess good time management skills;
- Ability to communicate effectively with a range of professional and community collateral partners.

ADDITIONAL REQUIREMENTS:

- Satisfactory clearance under the Vulnerable Sector Screening process;
- Ability to work on a rotating schedule (weekdays, weekends and holidays) during daytime and evening hours;
- Medical clearance in accordance with Lumenus Community Services policy on pre-employment medicals;
- Ability to perform tasks involving physical activity, including lifting, bending and prolonged standing as well ability to be trained in CPI (Crisis Prevention Institute) techniques;
- Ability to provide life skills support at varying levels depending on client needs (eg. bathing, hygiene, laundry);
- Flexibility to work in different locations as needed.

TO APPLY: Interested applicants are invited to submit both their cover letter and resume in only PDF or Microsoft word format at resumeGC@lumenus.ca on or before October 14, 2020.

Please quote: Residential Support Worker in the subject line; please **specify which location(s)** you are applying for. Please refrain from pasting the cover letter to the body of the email.

Lumenus is strongly committed to a workforce that reflects the diversity of the populations we serve. We encourage applications from all qualified individuals including applicants from all cultures, racialized communities, abilities, diverse sexual and gender identities and others who may contribute to the further diversification of ideas. We are committed to a selection process and work environment that is inclusive and barrier free.

We ask applicants to make any accommodation requests for the interview or selection process known in advance by contacting Human Resources. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

