



**Position Title:** Home Care Worker

**Department:** Support Services

**Reports to:** Manager of Supportive Housing

**Pay Range:** \$18.11 – \$23.21

**Location:** Nanaimo

**How to apply:** Please send your Resume and Cover letter to [resumes@pacificahousing.ca](mailto:resumes@pacificahousing.ca) by November 20, 2018.

**Organizational Focus:**

As a non-profit charitable organization, Pacifica Housing's vision is *better lives through affordable homes and community connections*. Our mission is to be a leading innovative provider of affordable homes and support services that contribute to the independence of individuals and families.

Pacifica Housing is a rapidly growing organization dedicated to meeting the housing and support needs of our community. As one of the largest non-profit housing providers on Vancouver Island, we are committed to building up our fast-growing team with a culture built to support and drive our people, and to reinforce our team with caring, responsible innovators.

Home Care Workers will focus on assisting tenants who have issues around hoarding and managing room cleanliness. Assist tenants in life skills and other life enriching activities as indicated on their individual profile.

**Position's Primary Objectives:**

Home Care Workers are accountable for delivering programs and services to tenants to support their success as residents of Pacifica Housing, including:

- Delivering person-centered support services and programs following a “housing first” philosophy to tenants as part of a dedicated team;
- Build meaningful relationships with tenants;
- Assist tenants experiencing hoarding behaviors;
- Responsible for assisting tenants with activities of daily living;
- Attending to overdoses and administering naloxone.

**Key Responsibilities:**

1. Provides individualized, person-centred support to tenants, including:
  - preparing, documenting, implementing, monitoring and evaluating personalized support plans with each tenant;
  - working collaboratively to implement a person-centered Wellness Model;

## HOME CARE WORKER

- providing input to counsellors and other professionals with regard to the development of appropriate program plans;
  - monitoring client mental health and substance use and determining when to provide additional support;
  - recognizing, analyzing and responding to potential emergency situations;
  - encouraging and facilitating tenant participation in decision-making regarding housing and support policies and practices;
  - providing life skills training such as meal preparation, housekeeping, personal care and personal self-management skills;
  - contributing to the evaluation of tenants' progress and preparing related reports;
  - supervising and supporting tenant participation in the Work Program;
  - providing support for a wide variety of on-site programming including life skills and recreational activities; attends appointments with tenants such as medical, psychiatric, counseling etc. (building specific);
  - providing support to tenants experiencing health issues including end of life support;
  - advocating for tenants who are experiencing oppression, stigmatization and/or discrimination within the community;
  - providing transition support for tenants moving in or out of supportive housing.
2. Performs administrative responsibilities, including:
- maintaining reports such as statistics, logbooks, tenant daily activity records;
  - preparing Incident Reports for staff follow-up and for the Occupational Health and Safety Committee;
  - participating in the development and implementation of Support Plan;
  - notifying management of changes in condition and recommend adjustments in the level of care and service.
3. Other related duties, including:
- maintaining regular contact with, and providing back-up for team members and other staff as required;
  - participating in community meetings including coordinating individual case conferences.

### **Qualifications (minimum Education and Experience requirements):**

#### **Education:**

- Training and/or education in a related human/social service field is an asset
- Conflict resolution/crisis prevention training and experience is an asset

#### **Experience:**

- Recent and related experience preferably in the non-profit housing sector or in a related social service field
- Demonstrated experience working with populations impacted by substance use and mental health challenges, homelessness, and/or other barriers to stable housing

*Note: An equivalent combination of education and experience may be considered*

### **Knowledge, Skills and Abilities:**

- Knowledge of the psychosocial rehabilitation model
- Demonstrated ability to manage and balance role responsibilities and interpersonal dynamics in a fast paced, high pressure environment
- Positive attitude, the flexibility to perform various duties in service to the residents and the ability to work in a team environment
- Working knowledge of harm reduction and Housing First theory and practice
- Proficient in MS Office programs including Word, Outlook and Excel

### **Employee Benefits:**

- Medical Service Plan (MSP) Coverage
- Extended Health Plan
- Extended Dental Plan
- Registered Retirement Savings Plan (RRSP) Program
- Employee Assistance Program
- Sick and Vacation Leave available
- On going training in various practical fields of work

### **Additional Criteria for Role:**

- First Aid Certification is required
- Completion of a Criminal Record Check through the Ministry of Justice is required

### **Behavioural Competencies Assigned to the Role:**

#### **Core Competencies:**

**Caring:** Intermediate

**Creative:** Intermediate

**Responsible:** Intermediate

#### **Role Specific competencies:**

**Self-Management:** Intermediate

**Communication:** Intermediate

**Relationship Building:** Intermediate

*Pacifica Housing is an equity employer and encourages applications from women, persons with disabilities, members of visible minorities, Aboriginal Peoples, people of all sexual orientations and gender identities. All qualified individuals who would contribute to the further diversification of our organization are encouraged to apply.*