



## JOB POSTING: Developmental Services Worker, Adult Mental Health

<b>File #:</b> 22-618	<b>Status:</b> Part Time	<b>Posting Period:</b> November 24, 2022 – December 3, 2022
<b>Work Location:</b> Providence Care Hospital	<b>Employee Group:</b> OPSEU 4104 Service-Clerical	<b>Wage Rate:</b> \$30.89 - \$32.02

### Position Summary:

Under the direction of the Program Manager and in consultation with the Registered Nurse, the Developmental Services Worker (DSW) will utilize specialized knowledge related to intellectual disability and learning, behavioral disturbances and accompanying interventions to provide person-directed supports and services for clients with a dual diagnosis, in a manner that is respectful and fosters self-determination and empowerment. As a member of the interprofessional team, the DSW will collaborate to develop and implement individualized, evidence-based care plans, provide a safe and enriched environment for clients, foster community inclusion and effectively promote the physical, mental and emotional health of clients enabling them to achieve their full potential.

### Education & Experience:

Successful completion of a Developmental Services Worker Diploma Program from an accredited educational institution

Successful completion of a pharmacology course accepted by Providence Care

Three years of experience in working in a residential or mental health inpatient setting, preferred

Established professional practice that meets or exceeds the values, priorities and practices described in the DSW Standards of Practice as outlined in the 2011 Standards of Practice document published by the Developmental Services Special Interest Group of the Ontario Association on Developmental Disabilities

Current First Aid Certificate and CPR, an asset

### Key Knowledge, Skills & Abilities:

- Demonstrated skill and competence to establish supportive trusting relationships with persons with a dual diagnosis
- In depth understanding of the concepts and principles underlying Applied Behaviour Analysis with an emphasis on the role the environment plays in determining behaviour and ability to apply these principles in daily living
- Demonstrated skill in person-centred assessment and planning including focusing on goals, objectives, intervention and teaching strategies
- Knowledge of the causes, prevalence, identification, and remediation of disabilities and the resources available to meet these needs, especially in relation to individual with a dual diagnosis
- Demonstrated critical thinking and analysis skills and creativity to effectively implement and evaluate a variety of interventions to build, support, and maintain therapeutic relationships with attention to the importance of empathy and issues around the use of power
- Demonstrated knowledge related to Social Role Valorization issues including the social challenges that people with handicaps face and ways these can be overcome
- Demonstrated skill in conducting risk assessments, environmental assessments and identifying and implementing prevention strategies
- Understanding of basic pharmacology with a special emphasis on drugs used in the treatment/management of developmental disorders and understanding of the practical aspects of administering all forms and routes of drugs (except injectable) as well as drug interactions
- Demonstrated understanding of normal development and variations from the norm in such areas as physical, cognitive, social and emotional developmental and/or learning disabilities
- Demonstrated ability to ethically utilize behavioural techniques to enhance the probability that people who have developmental disabilities will develop effective behaviours that are personally fulfilling, productive and socially acceptable
- Knowledge of autism spectrum disorder and fetal alcohol spectrum disorder; understanding of current best practice with respect to the most effective strategies to use when supporting individuals with these conditions, including medical, behavioural, and clinical interventions
- Knowledge of Mental Health Act and other relevant legislation such as the Health Care Consent Act and the Substitute Decisions Act
- Demonstrated good physical condition to meet the physical demands of the position
- Demonstrated ability to attend work regularly
- Satisfactory Criminal Reference Check & Vulnerable Sector Screen for external candidates if hired; must be an original copy, current within last six months
- Bilingual in French and English language, preferred

Please send your updated resume and cover letter in one document, quoting the file number in the subject line to: [work@providencecare.ca](mailto:work@providencecare.ca).

Liseta Medeiros Recruitment & Staffing Specialist, 613.544.4900 x 53455 for a complete list of duties, responsibilities or inquiries.

We are committed to inclusive and accessible employment practices – Please notify the above if you require an accommodation to fully participate in the hiring process or require recruitment documents in French.