

Community Engagement Support Worker (Newbridge)

Full-Time (40 hours/week)

Accessible Housing opens doors for people with limited mobility to enhance dignity through accessible homes that are appropriate and affordable. By providing a continuum of housing and supports, we work to ensure that everyone has a home and belongs in community.

Program Description:

Newbridge is a Permanent Supportive Housing program that is founded on the principles of Housing First and Harm Reduction. Eligible residents must be above the age of 18, be experiencing chronic or episodic homelessness, and currently experience a form of mobility impairment. Newbridge is a congregate-style residence providing housing for 10 males with communal kitchens, bathrooms, and living spaces. Emphasis is placed on community building and healthy living.

Job Overview:

The Community Engagement Support Worker provides support to the ten (10) residents of Newbridge during the ideal hours of 1:00 pm to 9:00 pm, from Wednesday to Sunday. **This individual needs to be flexible with hours and days worked, and will be able to work with the Newbridge Program Coordinator to build the schedule that will best meet the needs of the residents and the program.** This position involves building community with the residents, both inside the residence and out in the community, providing assistance with daily living activities as needed, resolving conflicts within the household, and empowering residents to maximize their independence and interdependence within the community. This position will involve facilitating workshops, program activities, and community building events to promote healthy and thriving lifestyles.

Responsibilities:

Principles and Values:

- Promote agency values: maximum individual independence, equal opportunity, integrity and trust, collaboration and team work and respect
- Work from a resident centered and strength based approach
- Work from a housing first & harm reduction model
- Promote teamwork by creating a supportive, collaborative and open work environment
- Demonstrate knowledge of agency philosophy, work in an ethical manner, and represent agency in a positive manner

Relationship Development and Community Building:

- Develop strong relationships with residents while working towards maximizing resident independence
- Identify resident strengths and abilities to be fostered within and outside of the community
- Create and facilitate community building activities to promote healthy relationships, foster creativity and create belonging
- Engage with residents to create community building activities of interest.
- Encourage participation from residents in community activities
- Evaluate the success of the community building activities and improve where necessary

Daily Living & Basic Needs Support:

- Support resident goals and service plan as determined by their work with the Case Manager
- Provide basic life skills guidance and assist with daily living activities as needed
- Address behavioral issues and conflicts as the need arises



- Monitor safety and security in the building
- Assist residents with meal preparation and household maintenance when required
- Perform basic housekeeping when necessary (ie. Mopping floors, garbage removal and cleaning/sanitizing common areas)
- Drive residents to appointments and community activities

Reporting:

- Communicate observed progress and/or difficulties residents are experiencing through shift reports
- Maintenance of resident files in accordance with accreditation standards

Program & Team Development:

- Collaborate with Support Team on how to effectively support resident goals
- Contribute to the health and unity of the Newbridge team
- Share resident success with team members and agency when appropriate

Qualifications:

Education and experience

- 2-3 years working directly with individuals experiencing homelessness and physical disabilities.
- Solid understanding of the principles of Housing First and Harm Reduction
- Post-secondary education in the Human Services field or equivalent experience
- Experience working in a residential setting is an asset.

Skills and attributes

- Strong interpersonal skills
- Excellent organizational, problem solving and communication skills are critical.
- Demonstrated ability to deal effectively with multiple priorities in a fast paced work environment.
- High standards of professional integrity and proficiency
- Ability to demonstrate tact and discretion in preparing, disclosing and handling information of a confidential and/or sensitive nature.
- Excellent computer skills; proficient with word processing, spreadsheets, and other computer software including Microsoft Office.
- Satisfactory Criminal Record Check
- Valid Driver's License (Class 5) and access to a reliable vehicle

Core Competencies:

- Self-Motivated: Motivated by oneself or one's own desires, without any external direction. Able to work in an environment where they receive little direct supervision.
- Accountability: Accepts responsibility for own actions and decisions and demonstrates commitment to accomplish work in an ethical, efficient manner.
- Communication: Comfortable using a broad range of communication styles and chooses appropriate, effective ways to communicate with different audiences in diverse situations.
- Critical Thinking: Ability to break a situation down into smaller pieces to identify its key or underlying issues.
- Building Effective Relationships: Builds strong relationships with residents, focusing on understanding the needs of the resident and getting the best possible results.
- Resident-Centered Care: Provides care that is respectful of and responsive to individual resident preferences, needs, and values, and ensuring that resident values guide all decisions.

Working Conditions:

- Community Engagement Support Worker duties are performed within the residence and in the community
- Required to transport residents to appointments and community activities as needed
- A valid Driver's license and access to a reliable vehicle are required
- This is a full time permanent position and must be flexible with hours and days
- Required to work evenings and weekends
- Required to assist residents with daily living activities, i.e, doing laundry, sweeping/mopping floors, assisting with cooking and conflict resolution
- Other duties as required

Application Information:

If you are looking for a rewarding career at a growing organization, please forward your cover letter and resume to **resumes@accessiblehousing.ca**

Only those selected for an interview will be contacted.

Closing Date for Applications: until suitable candidate is found

Accessible Housing employees enjoy competitive compensation, extended health and dental benefits, a matching RRSP after one year of service, an accelerated schedule for earning additional vacation days, your birthday off, and a flexible work environment.