



## Internal Job Posting in Accommodations - Brian Romain Permanent Full Time Residential Counsellor I

CLTIC is an agency devoted to providing supports to people with intellectual disabilities. These supports are directed by the individuals through person centered plans. CLTIC is an equal opportunity employer.

### **Position Description (Job Description Subject to Change): ACCOMMODATIONS**

This is a leadership position with duties surrounding maintaining financials and providing medical and personal care. Duties also include connecting people to their communities and activities of their choice. This position will provide direct support to individuals, while maintaining regular contact with their families as defined by their Person-Centered Plan. Having profound respect for people is a must.

This position involves a unique working opportunity in a community home with individuals who regularly speak through their behavior. A thorough understanding of Autism with its unique communication style is a must. Participation in concerts, sports, or taking part in activities sponsored by the indigenous community of Timmins, is part of this position. Knowledge of Cree Culture and language or profound respect for the culture is necessary. Knowledge and experience in behavior management and using a behavior support plan is necessary / important.

### **Qualifications/Requirements:**

- Diploma or Post-Secondary Degree in Human Services or Equivalent (i.e., D.S.W. or S.S.W Diploma) – Required\***
- Minimum three years (or equivalency in hours) experience working with people with an intellectual disability/dual diagnosis - **Required.**
- Ability to communicate both orally & in writing in French - **Required.**
- Ability to communicate both orally & in writing in English - **Required.**
- Ability to communicate in Cree - **Asset**
- Experience working as a team member. Working consistently as a team member is essential for the safety of all in this role. - **Required.**
- Consistently following Behaviour Support Plans - **Required**
- Must possess a positive attitude – **Required.**
- Class “G” driver’s license and ability to drive safely without any restrictions. **Required.**
- Proficiency in Microsoft Office (Word, Excel, and Power Point) experience - **Required.**
- Must have excellent time management, organizational skills and being able to delegate and multi-task is essential for this position – **Required.**
- To meet deadlines as required – **Required.**
- Ability to maintain confidentiality - **Required.**
- Ability to multi-task - **Required.**
- Standard First Aid and C.P.R. – **Required.**
- Demonstrate effective facilitation and communication skills – **Required**
- Be able to work flexible hours – **Required**
- Creative and innovative thinker – **Required.**



## Internal Job Posting in Accommodations - Brian Romain Permanent Full Time Residential Counsellor I

- Demonstrate ability to analyze complex challenges and make realistic judgements and recommendations – **Required**
- CPI (Crisis Prevention & Intervention) and willingness to use it. Be able to defuse explosive behavior and excel at not taking acting out behavior personally. You will be using all 4 levels of the Developmental Crisis Model and must excel at level 3. – **Required.**
- Criminal Record Check with Vulnerable Sector Screening – **Required.**
- Experience working with people with an intellectual disability/dual diagnosis (who may speak through their behavior), schizophrenia and psychosis awareness is essential – **Asset**
- Experience connecting individuals with an intellectual disability into the community - **Asset**
- Demonstrate an understanding of and adherence to the principals of person-centered planning and defining and implementing outcomes – **Asset**
- Experience with computers and various software programs – **Asset**
- WHIMIS – **Asset**

**Salary:** As per Collective Agreement  
**Hours of Work:** 80 hours bi-weekly  
**Closing Date:** February 29, 2023 @ 4:00 pm.  
**Send Resumé to:** Human Resources  
Email to [jprudhomme@cltic.ca](mailto:jprudhomme@cltic.ca)

**Note:** Only those who most closely meet the above noted requirements will be considered for an offer of employment. Management reserves the right to transfer to another work location as per the Collective Agreement. Lateral transfers will be considered. CLTIC is designated as a bilingual agency and is dedicated to trying to maintain an environment that is healthy and safe for everyone including, people supported, employees, volunteers and visitors. CLTIC supports the Human Rights of its employees and recognizes minority groups in hiring practices. If the applicant has a visible or medically documented disability that requires accommodation on either the job or during the interview process, or both, you must notify the Employer with your application providing documentation and type of accommodation required.

Applicant: \_\_\_\_\_ Screened By: \_\_\_\_\_