



## Employment Opportunity - Ontario Division

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|-----------------------|----------------------------|------------------------------|---------------------|
| <b>Job Title:</b>     | Residential Counsellor     | <b>Competition #:</b>        |                     |
| <b>Department:</b>    | Residential (5226)         | <b>Status/Position Type:</b> | Full-time/Permanent |
| <b>Compensation:</b>  | \$23.50 per hour           | <b>Unionized:</b>            | No                  |
| <b>Ministry Unit:</b> | Lawson Ministries Hamilton | <b>Date posted:</b>          | March 11, 2025      |
| <b>Address:</b>       | Hamilton                   | <b>Posting Expires:</b>      | March 25, 2025      |

### APPLICATIONS ACCEPTED BY:

**Email:** HamiltonLM.Resumes@salvationarmy.ca  
**Attention:** Hiring Manger  
**Mailing Address:** Lawson Ministries 533 Main St E, Hamilton, ON L8M 1H9  
**Fax:** 905.527.1377  
**Please, no phone calls.**

### MISSION, VISION, AND VALUES:

The Salvation Army is an international Christian church. Its message is based on the Bible; its ministry is motivated by love for God and the needs of humanity.

#### Mission Statement

The Salvation Army exists to share the love of Jesus Christ, meet human needs and be a transforming influence in the communities of our world.

#### Vision Statement

We are an innovative partner, mobilized to share hope wherever there is hardship, building communities that are just and know the love of Jesus.

#### Core Values:

- Hope:** We give hope through the power of the gospel of Jesus Christ.
- Service:** We reach out to support others without discrimination.
- Dignity:** We respect and value each other, recognizing everyone's worth.
- Stewardship:** We responsibly manage the resources entrusted to us.

### TERMS AND CONDITIONS:

#### POSITION PURPOSE SUMMARY:

We are hiring for one full-time position, offering 39 hours per week. Schedule will vary according to requirements and responsibilities. Shifts include a ½ hour paid meal break where applicable. Supervisor will set the hours of work and work schedule. Shifts can include days, nights, and weekends.

*Permanent full-time employment with The Salvation Army (35+ hours weekly) will provide you with a competitive compensation and benefits package that includes vacation time, sick days, employer matching RRSP contributions, Medical, Dental and Vision Benefits, Christmas Grants and Employee and Family Assistance Program [EFAP].*

#### ACCOUNTABILITIES:

- Promote an environment that is consistent, supportive and nurturing by ensuring residents' emotional, psychological and physical needs are well met, this involves planning, implementation and working with individuals supported, their families, team members and professionals
- Support efforts to meet residents' spiritual needs through demonstrated interest and participation in programming activities
- Demonstrate an understanding of the psychological and social dynamics of working with developmental and behaviorally challenged individuals
- Ensure proper and accurate recording of all daily logs, shift reports, incident reports, etc.
- Responsible for ordering of medication, accurate documentation and administration
- Responsible for the general upkeep, cleanliness and maintenance of residence
- Responsible to assist with any type of client emergencies that may arise during the shift
- Responsible for transportation of individuals supported to-and-from destinations
- Promote greater independence and strive for the highest quality of living possible
- Provide personal care to individuals supported as needed
- Perform other position related duties as required
- Perform other duties as required

#### EDUCATION, QUALIFICATIONS AND CERTIFICATIONS:

- Completion of a Developmental Services Worker Diploma or equivalent in Human Services field
- Minimum two (2) years or prior related experience working with adults with developmental disabilities and vulnerable populations is essential
- Experience supporting people with behavior challenges
- Exposure or experience with data collection and report writing
- Work collaboratively with individuals, their families and other community agencies to provide behaviour management and skill development for individuals with complex behaviour and support needs





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- Implement Behaviour Support Plans and Applied Behaviour Analytic (ABA) programming to reduce risk-behaviour and support skill development for individuals with complex needs
- Experience in developing, implementing and evaluating effective individualized program plans
- Experience in accessing and networking with community resources
- Current First Aid & Cardiopulmonary Resuscitation with Defibrillation Training as well as current Non-Violent Crisis Intervention Certification are required
- Medication administration training and experience is required
- Lifts and Transfer training and Personal Care Support experience are considered an asset
- Valid Ontario Class "G" or "G2" Driver's License, own vehicle, insurance, and a current Driver's Abstract that is satisfactory to The Salvation Army, in its sole discretion, is preferred
- French language written and verbal skills an asset
- Ability to work independently and as part of a team to provide a supportive and nurturing environment
- Alternative combinations of education and experience may be considered

### SKILLS AND CAPABILITIES:

- Ability to undergo applicable screening and background checks successfully that are satisfactory to The Salvation Army, in its sole discretion (i.e., The Salvation Army Abuse Registry) and provide an original copy of a Background Check with vulnerable sector screening
- Ability and willingness to develop an understanding and support for the mission and purpose of The Salvation Army in Canada and its implications as related to position responsibilities
- Ability to work independently and as part of a team to provide a supportive and nurturing environment
- Must have strong computer skills with experience using Microsoft
- Good verbal and written communication skills

**The Salvation Army offers accommodation for applicants with disabilities in its recruitment process. If you are contacted to participate in an interview or screening process, please advise us if you require accommodation.**

We thank all applicants, however, only those candidates to be interviewed will be contacted.

*You must advise your managing supervisor of your intentions prior to submitting your application.*

