



Employment Opportunity - Ontario Division

Job Title:	Team Leader	Competition #:	
Department:	5242	Status/Position Type:	Full-time/Permanent
Compensation:	\$24.50 per hour	Unionized:	No
Ministry Unit:	Lawson Ministries Hamilton	Date posted:	March 11, 2025
Address:	Hamilton	Posting Expires:	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:

There is one (1) full-time position offering 42 hours per week. Team Leader will set the hours of work and work schedule in collaboration with the Supervisors. The work environment is dynamic and fast paced, which will require going to different locations therefore a driver’s license and vehicle is required.

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 and programming that is both supportive, nurturing and meets the goals of the individuals we support
- Foster a positive team culture and promote employee engagement
- Communicate and promote our agency’s strategic plan
- Maintain respectful, professional communication with team, clients and visitors
- Stay informed about the local community, available resources and relevant government legislation
- Demonstrate organizational, time management, and supervisory skills
- Collaborate with team members, with an emphasis on leadership, initiative, patience, maturity and tact
- Be adaptable and flexible when working with staff members
- Be proactive and decisive in a variety of situations
- Ensure the individuals supported physical needs are well met this can include cleaning of the home, participation/coordination of meal preparations and provision of Personal Care
- Assist individuals supported in meeting their emotional and physical needs
- Support efforts to meet individuals’ spiritual needs
- Demonstrate an understanding of the psychological and social dynamics of working with individuals with developmental or behavioral challenges
- Work cooperatively with team members in providing coordinated and consistent approaches to individuals supported
- Endeavor to develop strong therapeutic relationships with individuals supported and their families
- Ensure proper and accurate completion of daily paperwork
- Responsible for ordering of medication, accurate documentation and administration of medication
- Responsible for the general upkeep, cleanliness and maintenance of the residence
- Responsible to assist with any type of emergency that may arise
- Promote greater independence and strive for the highest quality of living possible
- Perform other position related duties as required





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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 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
- Must have strong computer skills with experience using Microsoft Office
- Good verbal and written communication skills
- 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
- Proficiency in a variety of computer-based tools, databases and programs
- 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.

