

COMMUNITY DISABILITY SERVICES WORKER

Reports to: Team Leader

The Community Disability Services Worker is a direct care community disability services role. The priority is to support and facilitate the development of skills and competencies that will assist persons with disabilities to pursue and fulfill their goals, objectives and aspirations. The primary activities and tasks of the role are as follows:

1. Implementing person-centered plans designed to support individual's development, community integration, behavior management and/or personal care.
2. Assisting and supporting individuals to participate in a meaningful way in their personal life planning. Helping to identify and define personal goals, aspirations, and expansion of opportunities for personal growth, leading to meaningful and valued roles within the community.
3. Assisting and supporting individuals in the establishment and maintenance of respectful relationships within the community, with a view to meaningful participation and inclusion. This includes assisting and encouraging individuals to participate effectively in employment, volunteer, recreational and other social settings.
4. Being aware of the individual's physical, social and recreational environments, and taking action to minimize risks and maximize participation/inclusion; referring more complex situations to more experienced resources when appropriate.
5. Being aware of and adhering to established policies, practices and operational protocols; this includes medical protocols and standing orders.
6. Understanding community issues and opportunities while assisting and supporting the individual with general access to participate in the community.
7. Modeling socially appropriate behaviours while assisting and encouraging the individual to make and maintain appropriate community connections.
8. Working in the community to improve access/ participation opportunities, as well as being open/ aware to alternate public services that may be available.
9. Assisting, supporting and encouraging individuals to achieve their personal goals with a view to enhancing the individual's confidence and competence.
10. Assisting individuals to develop personal home living skills. When required will, participating directly in the care and maintenance of the individual's home living environment or make suitable arrangements.
11. Assisting with the direct care of high needs and/or medically fragile individuals, as required.
12. Assisting and supporting individuals to advocate on their own behalf. And, advocating on behalf of the individual when required.

13. Maintaining clear and objective records and preparing required reports and other documentation.
14. Communicating in a professional, timely, accurate and respectful manner with individuals, families, guardians, staff and community representatives.
15. Working effectively in a collaborative, team-oriented environment.

PREFERRED QUALIFICATIONS:

The Community Disability Services Worker role is critical to the success of the individuals supported, and requires: a positive attitude that acknowledges the gifts, talents and passions of persons with disabilities. Relevant knowledge and skill base and willingness to acquire and develop new skills. The preferred qualifications include the following:

1. A positive attitude and belief that persons with disabilities have the right and responsibility to define and pursue their life choices. This is to pursue active participation and involvement in the community.
2. An understanding of the opportunities and options available to persons with disabilities; plus, demonstrated cultural and ethnic sensitivity.
3. The equivalent of basic secondary school education from a recognized institution, supported by additional relevant training/education; preference is for individuals who have some specialized training and/or demonstrated successful experience in a relevant setting.
4. A basic understanding of relevant general and organization specific policies, procedures, and practices.
5. Demonstrated ability to work effectively in a collaborative, team-oriented work environment.
6. Basic observation and response skills to address situations. This includes knowing when it is appropriate to ask for assistance or refer to a more experienced person.
7. Basic coaching and mentoring skills, with the ability to employ various approaches.
8. Effective communication skills.
9. Effective time and priority management skills.
10. Relevant knowledge and ability to demonstrate and support the development of basic living and other relevant personal and social skills.
11. Completion of WIN's mandatory training and additional training as required.
12. Knowledge of basic health and safety guidelines.
13. Basic computer literacy, in accordance with the specific role and agency/service requirements.
14. The ability to work various shift schedules and in physically challenging situations, if required.

Over time, it is expected that those employed in the Community Disability Services Worker role will require/acquire a broader skill base and/or specialty education and training to deal with the more demanding situations.