



Casual, Part-time and up to Full-time Employment Opportunity: Direct Support Worker - El'dad Ranch

Residential Program Please refer to **Residential DSW Recruitment** in the email title

Immediately Hiring

- Day Shifts and Evening Shifts
- 4 hours, 6 hours and 8 hours shifts available
- Week days and Weekends

Initiatives for Just Communities (IJC) is a non-profit, charitable organization that operates four community justice programs: El'dad Ranch, Touchstone, Open Circle, and CoSA. These programs support people with intellectual disabilities, Fetal Alcohol Spectrum Disorder (FASD), and those who are currently, or have been previously, incarcerated. IJC is committed to restorative justice practices, which honour the community and foster a sense of belonging.

IJC supports many Indigenous and culturally diverse participants. As an organization, we acknowledge our need to strive toward a workforce that is a fairer representation of the communities we serve. We value diversity and aim to foster an inclusive work culture where everyone's contributions and personal development matter.

El'dad Ranch is a dynamic and innovative organization, with over 100 employees and growing. It is a place with opportunities to contribute and develop within the organization, make connections, and experience the feeling of satisfaction from accomplishing something worthwhile. El'dad Ranch is a place to work with purpose and make a positive difference in another person's life.

El'dad Ranch Residential Program provides 24-hours supports to adults living with intellectual disabilities. **El'dad Direct Support Workers** work alongside participants at El'dad and report to their program coordinators.

Responsibilities:

- Building a positive relationship with program participants
- Supporting participants in developing their life skills and achieving personal goals
- Completing all required written documentation with accuracy, objectivity and in a timely fashion
- Ability to make independent decisions within the general framework of program policies
- Respecting confidentiality throughout the programs
- Some residencies require Perineal-care
- Working and communicating successfully in a team setting

Qualifications:

- Complete a criminal record check, with a vulnerable sector check and an adult abuse registry check
- Grade 10 English level skills including interpersonal, oral, and written communication
- Basic computer skills

Assets:

- Experience or education working in the social services field
- Ability to understand the perspective of people who have intellectual challenges
- First Aid/ CPR is a requirement and offered by IJC/El'dad Ranch upon hiring
- Class 5 driver's license and driver's abstract

Terms:

- **Starting hourly wage between \$14.45 to \$17.36**
- **Hourly shift premium of \$2.00 for all trained staff in specific programs**
- There will be a three-month probationary period based on accumulated FTE

Benefits include:

- IJC group benefits package after the probation period for full-time employees
- Employee and Family Assistance Services
- Paid Sick Leave

Apply by email to resumes@initiativesjc.org.

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Application due date: October 30, 2022