Société Alzheimer Society

BRANT, HALDIMAND NORFOLK, HAMILTON HALTON

POSITION POSTING

Position Title: **BSO COMMUNITY CLINICIAN - Niagara, Brantford, Hamilton, Burlington (Permanent full-time)**

The Alzheimer Society of Brant, Haldimand Norfolk, Hamilton Halton (ASBHNHH) is looking for 4 (four) permanent full-time (35 hours per week) BSO Community Clinicians. The community clinicians will provide in-home and transitional support for the BSO population with a focus on addressing responsive behaviours. In addition, these clinicians will develop and apply behavioural care plans and connect clients with ongoing community-based supports. One of these positions will also serve as a part-time Team Lead, providing supervisory support to the Team.

BSO Community Clinicians will collaborate with primary care, community providers and hospitals to identify and support BSO clients and their caregivers who are isolated and living in a community setting. The BSO Clinicians will focus on clients (and their caregivers) who:

- Are not connected with health care and/or community services;
- Refuse or are unable to go out and seek medical care, and/or
- Live at-risk due to poor cognitive abilities and lack of family supports.

The BSO Community Clinicians will collaborate with other service providers to transition the client (warm hand-over) and participate in the development of the initial plan of care. Functions of clinical practice for the Community Clinicians include: in-home holistic assessment, development of behavioural care plans, support to BSO Community Case Managers, service coordination, education and coaching, person-centred care planning, advocacy, capacity building, and overall system navigation.

The Alzheimer Society is committed to inclusive and accessible employment. We are committed to diversity in employment and welcome applications from qualified individuals of diverse backgrounds. We offer a competitive salary and benefit package.

Specialized Knowledge and Skill Requirements:

- Demonstrated and extensive knowledge and skill working with elderly individuals with various types of dementia, delirium, mental health, addictions, other neurological conditions and those who experience an acute behavioural change
- Demonstrated knowledge and best practice in case management and outreach work
- Knowledge of current psychiatric and geriatric medications is considered an asset
- Knowledge of local Community Support Services, Primary Health Care and Mental Health services
- Knowledge of consent and capacity issues and legislation involving this population (e.g. role of Public Guardian and Trustee, SDM act, Health Care Consent Act, Mental Health Act)

Other Knowledge Qualifications

- Knowledge of mental health and substance use issues with this population
- Knowledge of PIECES framework and templates is a strong asset
- Experience working in interdisciplinary teams
- The ability to speak French is considered an asset

Skills

Assessment and Intervention

- Familiarity with standardized assessment tools (e.g. Folstein, Cornell, Cohen-Mansfield, MoCA)
- Ability to perform behavioural and comprehensive bio-psychosocial assessments and develop person-centred care plans.
- Demonstrated critical thinking skills to ensure preventative and early detection methods are applied

Person-centred Care

- Delivers care which recognizes both the uniqueness of each person and an awareness of one's own contribution to that relationship, including personal attitudes, values and actions.

Communication

- Strong verbal and written communication skills

Conflict Resolution and Problem-Solving Skills

- Demonstrated troubleshooting skills and ability to problem-solve

Education and Facilitation

- Demonstrated educational/presentation and facilitating skills
- Sound understanding of principles of adult education

Other

- Proven ability to organize and prioritize work to meet deadlines
- Valid driver's license and full time use of reliable vehicle, and willingness to travel is required (e.g. be mobile) and work in various settings/environments
- Strong computer knowledge and skills; familiarity with Excel is an asset
- Ability to work effectively with minimal supervision and as a team member
- Clear criminal reference check for the vulnerable sector
- Evening and weekend work may be required

Experience Requirements:

- Minimum of 5 years' experience in a comparable community outreach case management role working with the defined population.

Educational Requirements:

- A minimum Bachelor Degree in a related health discipline with specialization in geriatrics is required (e.g. Nursing, Social Work, Occupational Therapy).

Current (unrestricted) registration with the appropriate College to a regulated health profession is required.

Additional Education/Certificates Preferred

- Training in Gentle Persuasive Approaches (GPA)

Interested candidates are asked to submit a cover letter and resume with the position title and location in the subject line, outlining how their skills meet the needs of this position to Human Resources at hr@alzda.ca by **July 25th, 2018 at noon.**

We thank all applicants for their interest however, only those selected for an interview will be contacted.