

JOIN OUR TEAM!



THE ROLE

Recreation Programmer

This is a temporary casual (until approximately April 30, 2025) role at the County, with an hourly compensation range of \$31.88 - \$38.78.

THE OPPORTUNITY

You will advocate for a holistic leisure lifestyle that encompasses the social, spiritual, emotional, intellectual and physical aspect to enhance the quality of life for all residents at Grandview Lodge. The role will create, organize, and instruct various therapeutic recreation programs. You will also ensure proper documentation, including assessments, personalized recreation plans, resident data, and outlines of the program's overarching goals and objectives.

Within this position you will adhere to Grandview Lodge's philosophy of providing care to residents, through the Gentle Persuasive Approach and applying the principles and practices of DementiaAbility.

THE PERKS

- Defined Benefit Pension
- Perks & Discounts
- Free Parking
- Wellness Programs
- Safe & Friendly Work Culture
- Professional Development
- EFAP Program



- Community College Diploma/ Equivalent



- Prior current related work experience



- Interpersonal Communication
- Collaborative Skills
- Critical Thinking

THE COUNTY

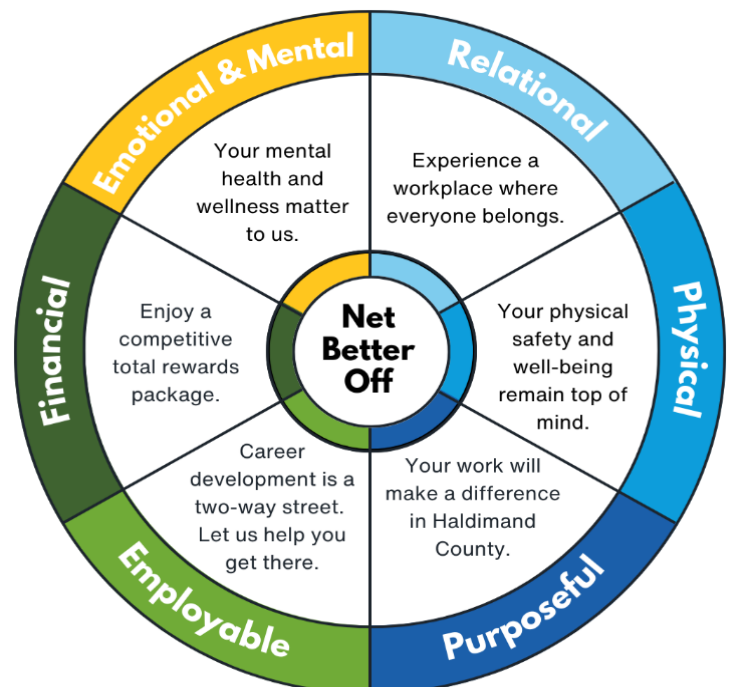
Haldimand County believes in compassionate and innovative approaches to resident care. Grandview Lodge is an award-winning, nationally accredited 128-bed long-term care home in Dunnville. Located on the shores of the Grand River, you'll find the environment to provide a calming presence to employees and residents alike. By joining our dynamic team, you open the door to a rewarding career where we prioritize the health and wellness of our employees, their families, and the communities we serve.

At Haldimand County, we believe in the Net Better Off philosophy. This means we're passionate about helping our staff thrive and advance in an inclusive workplace.

THE NEXT STEPS

If this sounds like you, please submit your application online at www.haldimandcounty.ca/careers.

This posting closes on **August 9, 2024 at 4:30 p.m.** Visit our careers page for more opportunities.



JOB DESCRIPTION

Recreation Programmer, Grandview Lodge

<p>POSTING #: NU-2024-11 (REPOST)</p> <p>POSTING PERIOD: July 26 – August 9, 2024</p>	<p>Employer Group: Non-Union</p> <p>Reporting To: Supervisor, Programs & Support</p>
<p>Grade: 6</p> <p>Wage Range: \$31.88 - \$38.78/hour</p>	<p>Position Status: Temporary Casual (until approximately April 30,2025)</p> <p>Hours Worked Per Week: No guaranteed hours</p> <p>Location: Dunnville, ON (Grandview Lodge)</p>

CORE COMPETENCIES:

Interpersonal Communication | Collaborative Skills | Critical Thinking

POSITION SUMMARY:

You will work within a multidisciplinary team to promote a holistic leisure lifestyle by contributing to the social, spiritual, emotional, intellectual and physical programs to enhance the quality of life for Residents. You will develop, plan, facilitate, schedule, organize and implement various therapeutic recreation programs. This will be accomplished by conducting assessments, developing individual recreation plans, completing resident documentation, development of program goals and objectives, and evaluating a variety of individual and group recreation programs. You will also provide supervision to students and Volunteers. You will follow the Grandview Lodge philosophy of delivering care to residents (Gentle Persuasive Approach) and DementiAbility Principles & Practices.

QUALIFICATIONS, KNOWLEDGE & SKILLS

Education

- Community College Diploma relative to the area of responsibility. Plus successful completion of the 2-day Montessori Workshop offered by a certified Montessori Instructor, or equivalent.
 - If the candidate of choice does not have this certificate, they will be expected to successfully complete it and provide proof of successful completion within 9 months of the employment start date.
- Special consideration will be given to applicants with the following:
 - Smart Serve Certified
 - Certificate in DementiAbility
 - Gentle Persuasive Approach Certification
 - Specialized training in Restorative Care, Palliative Care, behaviour management and Complex Care are additional assets.

Experience

- Some prior current related work experience.
- Special consideration will be given to applicants with:
 - Prior experience in a Long-Term Care environment.

Knowledge/Skills

- Good understanding of administrative processes.
- Solid skills relative to an area of responsibility (recreation/leisure); knowledge of counselling skills and processes.
- Valid Ontario Driver's License and access to a reliable vehicle.
- Excellent verbal and written communication skills with the ability to report, explain, provide clarification, and

persuade to gain approval.

- Demonstrated initiative, and ability to make decisions involving routine tasks, within established procedures.
- Demonstrated ability to work independently with complex tasks requiring some supervision.
- Demonstrated ability to exercise significant discretion and sensitivity involving regular work with confidential information.
- Proven ability to make responsible purchases.
- Demonstrated analytical and problem-solving skills involving occasional ingenuity, and minor refinement of procedures when necessary.
- Demonstrated capability to act as a leader within a functional area, including providing advice and training.
- Organizational skills with considerable attention to detail to avoid errors and ability to meet deadlines.
- Excellent interpersonal skills including the ability to work effectively in a team environment and guide interdisciplinary team-based discussions to increase staff morale, team building, and team spirit.
- Technology Aptitude
 - Demonstrated intermediate computer skills to utilize various technological devices and programs while adhering to cybersecurity and best practices are followed.
 - Intermediate knowledge of MS Office (Word, Excel, Outlook, PowerPoint)

RESPONSIBILITIES

The incumbent is expected to but not limited to:

Corporate

- Follow the GVL philosophy of delivering care to Residents by utilizing DementiAbility and GPA principles.
- Ensure the Resident's Bill of Rights is respected and the guidelines set out by relevant provincial legislation, regulations, and directives are followed, by communicating with residents, visitors, and other personnel in a courteous manner.
- You will support a workplace that embraces diversity, encourages teamwork and complies with all applicable regulatory and legislative requirements.

People

- Must be capable of establishing positive interpersonal relationships and able to work as an effective team member.
- Communicate effectively with all members of the interdisciplinary team and community partners. Reporting to Supervisor, Programs & Support Services you will assist the Recreation Department to formulate, implement, evaluate and modify various individual and group therapeutic modalities which meet the restorative, social, emotional, intellectual, spiritual and physical needs of residents with responsive behaviours.
- Provide leadership and guidance to volunteers and students in their interactions with residents, while fostering constructive employee relations with all staff.
- Work within a multidisciplinary team to develop resident goals.
- Attend care conferences weekly with family and care team.

Money/Asset

- Responsible for minor money handling invoices/responsible purchases.

Functional

- Program Operation
 - Assess, plan, and implement a personalized approach to service delivery within the guidelines of the Therapeutic Recreation Service Delivery Model in accordance with standards of practice.
 - Complete resident admission assessments and care plans quarterly, annually and as required.
 - Attendance statistics are completed daily documented in Activity Pro.
 - Support activities of the resident's council, volunteers and students as required.
 - Coordinate work with other staff to ensure residents are provided with opportunities to participate in social, recreational, volunteer, and pastoral care services.
 - Staging resident spaces with items for meaningful engagement and ensuring residents are not left without providing any type of engagement.

- Plan, coordinate, and implement community involvement events for Residents both within and outside of Grandview Lodge, while also organizing off-site events for residents.
- Following Policy and Procedure
 - Attend Department and home area meetings as required.
 - Participates in and demonstrates an understanding of resident safety principles and practices into day to day activities.
 - Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to resident safety.
 - Arrange/ attend meetings/ events on behalf of Grandview and/or the Recreation department when required.
 - Participate in meetings designed to ensure actions are identified and taken that contribute to continuous quality improvements at Grandview Lodge.
 - Complete documentation as regulated by MOHLTC and GVL.

Demonstrate commitment to the Haldimand County code of conduct

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the job.

POSITION REQUIREMENT(S):

A Current (within the past 6 months) Police Check	OPP LE 220 or Equivalent
2-Step Negative	TB Result

WORKING CONDITION(S):

- Regular Business Hours (8:30am – 4:30pm, Monday to Friday)
- Available every other weekend

Haldimand County envisions all County staff to possess a high degree of Ethical Behaviour & Professionalism, Political Acumen, Relationship Management, Credibility, Flexibility & Adaptability, Empathy & Compassion, Entrepreneurship, and Customer Service.

Haldimand County is an equal-opportunity employer who strives for inclusivity and belonging for all. Accommodation is available at any stage of the hiring process to applicants with differing abilities. If you require accommodation at any stage of the hiring process, please contact us at hrhelpdesk@HaldimandCounty.on.ca.

County employees who are interested in applying for this position must complete the EMPLOYEE APPLICATION FORM via County’s Intranet - FuNK and submit online with a resume and cover letter by 4:30 PM on the last day of this posting.

We thank you for your interest in working for Haldimand County. Only candidates selected for an interview will be contacted.