**POSITION TYPE: Relief Positions evening/overnight and weekends**

* 8-hour shifts (Saturday and Sunday) 9:00-5:00pm
* Overnight shifts - 5pm-9am (with an 11pm/12pm – 7/8am – Sleeping Shift) – Total Awake hours 8 shifts

**POSITION SUMMARY:**

The Residential Support Worker provides assistance to Indigenous women residing in transitional housing at Dana’s House to maintain schedules, routines and assist with the day-to-day structure of their housing. The Residential worker assures safety of the women, addresses immediate neighbour issues and supports the Housing Case Manager with follow up on the needs of the women and onsite programming.

**PRIMARY RESPONSIBILITIES:**

## **PROGRAM SUPPORT:**

Key Outcomes:

1. Women have a stable environment while they are released from remand, provincial and federal prisons
2. Women’s goals towards sobriety and housing are met through transitional housing support and access to resources.
3. Women gain experience in routines and structures in their day to day lives
4. Women find meaningful opportunities to engage in working towards personal empowerment
5. Women are connected to culture and programming supports to assist them with addressing their core needs
6. Housing is safe and secure and maintain guest management
7. Women are connected meaningfully to culture

Responsibilities:

**Weekend Daytime:**

1. Develop weekly chore chart and ensure residents have completed their assigned chores and rooms are maintained
2. Provide emotional support and interactions with the women
3. Support programs when scheduled
4. Maintain staff communication
5. Engage in activities both cultural or those that enhance the wellness of the women.

**Evening and Overnight:**

1. Support programs or activities when scheduled
2. Conduct agency laundry before 10pm
3. Provide emotional support and interaction with the women
4. Remind the women of appointments
5. Follow up on case management tasks
6. Ensure the safety of the house
7. Ensure the women are maintaining their curfews as outlined by probation or parole

**B. PROFESSIONAL DEVELOPMENT:**

Key Outcomes:

1. Maximizes skill development.
2. Encourages leadership
3. Influences collaboration and collective impact

Responsibilities:

1. Participate actively in orientation, supervision, evaluation, in-service training, and performance developmental programs.
2. In conjunction with the supervisor, identify areas of personal strength and weakness.
3. Develop goals and action plans to increase work performance.
4. Assume responsibility for contacting direct supervisor to receive assistance, advice or to report in the event of an emergency or questionable occurrence.
5. Participate in opportunities for learning and enhancing skills
6. Develop networks that enhance referral and resource opportunities.

**C. INTEGRATIVE TEAM MEMBERSHIP:**

Key Outcomes:

1. Team is strengthened and energized by the employee’s participation.
2. Team is integrative and collaborative

Responsibilities:

1. Attend and participate in regular team meetings.
2. Contribute to team effectiveness by regularly initiating the request for feedback, by being open to feedback, and by sharing one's own perceptions and opinions in a clear, calm and respectful manner.
3. Encourage and support change by providing feedback, making recommendations for improvement and following through on team decisions.
4. Engage in the training, supervision and evaluation of volunteers and practicum students, as needed.
5. Engage in activities as per evolved through team decisions and directions related to agency effectiveness.
6. Be willing to take the lead of events, projects and collaboration to support agency effectiveness and evolving client supports
7. Be flexible and willing to support beyond your program when required for other programs, agency activities and projects that occur during or post work hours as an integrated and supportive team member.
8. Work as an integrative team which includes being engaged in an overall agency system of care as a part of the function and support to empower EFry populations.

**D. ORGANIZATIONAL RESPONSIBILITIES:**

Key Outcomes:

1. The agency is strengthened and energized by the employee’s participation.
2. Tasks are completed thoroughly, accurately and in a timely manner.
3. Adherence to all agreements, contracts and policies is complete.

Responsibilities:

1. Review information and access direction on a regular basis to ensure a clear understanding of expectations.
2. Communicate, both orally and in written form, in a clear, concise, grammatically correct and timely fashion.
3. Maintain structure of program as outlined by the funding agreement and agency direction
4. Present self in a professional manner including suitable dress, attitude, punctuality, preparedness and presentation.
5. Promote the EFry to the community by participating on assigned committees and attending relevant meetings.
6. Provide support to all components of service including, but not limited to, consultation, involvement in agency events/fundraising, and assistance to all agency programs and locations.
7. Gather and organize documentation including client narratives, outcome measurement information and data required for funding proposals and public education initiatives.
8. Ensure that all activities and responsibilities of the program reflect agency expectations and values and/or partnership and all relevant funding agreements.

**REPORTING RELATIONSHIPS:**

Immediate Supervisor – Housing Case Manager – Human Resources – Nicolle Hans

**QUALIFICATIONS**

**Education and Employment Experience:**

* Undergraduate or diploma in justice, social work, or other related
* In cases where a degree has not been secured – relevant experience may be considered in lieu of the educational requirement
* 1-2 years’ experience minimum
* Proficiency in Microsoft Office, specifically Publisher, Word, Excel, Outlook
* Excellent oral and written communication skills

**Exhibited Skill Sets:**

* Strong communication and interpersonal skills.
* Effective self-management skills with demonstrated ability to prioritize and manage multiple tasks
* Impeccable organizational skills to provide accurate and timely documents and paperwork
* Ability to work independently and effectively as part of an integrative team.

**Cultural:**

* A strong understanding of Indigenous issues, social justice advocacy, diversity and anti-oppressive practice.
* Strong cultural knowledge and understanding of traditional and ceremonial teachings
* Understanding of how to work effectively with Elders and follow traditional protocols
* Indigenous language an asset but not required.
* Able to engage in trauma-informed practice

**Legal Requirements:**

* Valid Alberta Driver’s License and access to a reliable vehicle.
* Must have a clean Vulnerable Sectors Criminal Record within 30 days of hiring date
* Must secure a Clearance Letter indicating that you do not have a criminal conviction, outstanding warrants or criminal cases that are being dealt with in the court at the time of job offer.
* Must be cleared through Correctional Services Canada

**Salary:**

* 18-19 dollars an hour depending on experience for awake shifts
* Paid sleeping shift at 50.00 plus regular waking hours hourly