



Personal Support Worker

Full-time or Part-time

Position Title:	Personal Support Worker
Position Type:	Permanent, Full-time (32 – 44 hrs/week) or Part-Time (20 – 24 hrs/week)
Location:	5657, 15 th Side Road, Milton, ON
Reports To:	Director of Clinical Services
Salary/Wage:	Starting at \$20/hr to a maximum of \$24/hr (based on experience)
Benefits:	Comprehensive Benefit Package (health, dental, vision, short-term and long-term disability) RRSP matching program (3% of earnings) Education bursary program (\$200-\$500 per annum)

To Apply:

Email your resume and cover letter to careers@darlinghomeforkids.ca. Cover letter should include previous experience working with a paediatric population and knowledge of community care.

Please specify in the subject the position you are applying for, employment type and your name (e.g., Personal Support Worker - Full-time - Jessica Smith).

Who we are:

We envision a world where no child is too complex to receive the love, care, and support they deserve. The Darling Home for Kids provides professional, holistic, high-quality, and personalized hospice, respite and residential care for children with medical complexities and their families.

Our Home is a place of joy and tranquillity, filled with the smiles and laughter of children engaging in unique and enriching experiences. While children create joyful memories within our walls, their parents can take a break from the stress and isolation of caring for a child with such great needs.

The Opportunity:

Working at The Darling Home for Kids is more than just a job; it is joining a group of dedicated professionals who are devoting their careers to making a difference in the lives of families facing the daily challenges of caring for a child with complex medical needs. Our Personal Support Workers are integral members of our team with primary responsibilities to engage our children in unique experiences and to provide them with the best care possible. From developing a positive rapport with our children to assisting them with activities of daily living, including food preparation, feeding, personal hygiene, and maintaining a clean, safe and welcoming home.

Key Responsibilities:

- Provides care according to each child's individual plan of care, and ensures that their emotional, spiritual, physical, comfort and safety needs are met to the greatest possible extent.
- Provides personal care to children including assisting with bathing, dressing, oral hygiene, skin care, hair care and toileting.
- Plans meals and prepares food in accordance with Canada's Food Guide and based on individual food preferences, cooks and aids with eating.
- Performs general housekeeping duties including surface cleaning, mopping, sweeping, vacuuming, emptying garbage cans, washing and folding laundry, bed making and replenishing household supplies.
- Assists with a child's daily routines, including exercises, religious and cultural practises, and activities of daily living.

- Engages children in activities and assists with the provision of programming including recreational activities, art therapy, hydrotherapy, pet therapy, music therapy and multisensory Snoezelen therapy.
- Observes and monitors children; reports behavioural, physical and/or cognitive changes to the Nurse.
- Documents interventions and observations in the child's chart.
- Performs safe lifts and transfers in accordance with policies and procedures; utilizes mechanical lifts including ceiling track and floor-based lift systems.
- Assists children with the use of mobility aids such as wheelchairs, walkers and standers.
- Under the direction of a Nurse, and with proper training, performs delegated acts, such as tube feedings and tip suctioning.
- Accompanies children to appointments and offsite activities as needed.
- Adheres to the policies and procedures of The Darling Home for Kids.
- Maintains the confidentiality of all children, families, volunteers and staff as well as organizational information.
- Adheres to the guidelines under the Occupational Health and Safety Act, including adopting safe work practices, reporting unsafe conditions and demonstrating a commitment to ensuring a safe work environment for all workers.
- Attends mandatory team meetings and participates in care plan discussions and/or meetings.

Qualifications:

- Secondary School Diploma (or equivalent), supplemented with post-secondary education in a related field.
- Personal Support Worker (PSW) certification considered an asset.
- Experience working with a paediatric population (required).
- Understanding of the care needs of children with special needs.
- Caring, friendly, and positive attitude with the ability to build and maintain rapport with children and families.
- Strong communication and interpersonal skills, supporting effective collaboration within a multidisciplinary team.
- Strong organizational and time-management skills, with the ability to follow oral and written instructions and complete tasks as assigned.
- Ability to act as a positive role model and support children in developing social and interpersonal skills through daily living tasks and social activities.
- Experience preparing meals and completing housekeeping tasks.
- Familiarity with the principles of non-verbal communication is an asset.
- Physical ability to perform the duties of the position, including lifting, pulling, carrying, and pushing; frequent walking and standing; occasional bending and stooping; and regular exposure to water, cleaning, and disinfectant solutions. Manual dexterity and comfort with routine, repetitive tasks are required.
- Availability to work shifts ranging from 4 to 12 hours, including days, nights, and weekends.

Required within 30 Days of Hire:

- Current Standard First Aid Certification
- Current Safe Management Certificate
- Current Safe Food Handling Certificate
- Satisfactory Criminal Record Check with a Broad Record Check screening
- Satisfactory pre-employment Medical Clearance, including proof of being fully vaccinated having received the recommended dosage(s) of a COVID-19 vaccine, as approved by Health Canada.

We thank all applicants for applying, and regret that only those selected for an interview will be contacted. No phone calls or visits, please. The Darling Home for Kids is an equal opportunity employer, and we will accommodate applicants with disabilities in the recruitment process.