



## The Salvation Army – Canada and Bermuda Territory Job Description

**Job ID:**

**Position Title:** Residential Support Worker  
**Division:** Prairie Division  
**Ministry Unit/Dept:** Community Venture – XXXX  
**Location:** XXXX  
**Reporting To:** Residential Team Leader  
**Job Family:** Community and Social Services  
**Generic Job Title:** Residential Worker C  
**Pay Band:** 3  
**Date Reviewed:** February 2<sup>nd</sup>, 2021  
**Starting wage:** \$ 15.41

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The Salvation Army is an international Christian church. Its message is based on the Bible; its ministry is motivated by love for God and the needs of humanity.

### **Mission Statement**

The Salvation Army exists to **share the love of Jesus Christ, meet human needs and be a transforming influence in the communities of our world.**

### **Vision Statement**

We are an innovative partner, mobilized to share hope wherever there is hardship, building communities that are just and know the love of Jesus.

### **Core Values:**

The Salvation Army Canada and Bermuda Territory has four core values:

**Hope:** We give hope through the power of the gospel of Jesus Christ.  
**Service:** We reach out to support others without discrimination.  
**Dignity:** We respect and value each other, recognizing everyone's worth.  
**Stewardship:** We responsibly manage the resources entrusted to us.

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**Position Summary:** The Residential Support Worker assists in ensuring a healthy and safe environment within the members' home by incorporating the needs, interests and preference of the members in all areas of daily living. The incumbent will be required to provide emotional and physical support along with crisis intervention as needed. Employees are responsible for maintenance of the location, accurate record keeping and providing direct care to the individuals living in the location.

**All responsibilities must be performed in keeping with The Salvation Army's Mission, Vision and Values, in a professional manner, upholding our code of conduct.**

This position is considered Full – Time and requires a commitment of 64 hours biweekly by the successful candidate. Benefits include vacation and sick time along with medical and dental. RRSP's are provided in lieu of a pension plan.



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Hours are based on a two week rotation consisting of 8 and 12 hour shifts. The following outlines the rotation. Start of rotation would be determined based on hiring period.

### **Week 1:**

- Monday 3 pm to 11:00 pm
- Tuesday 3 pm to 11:00 pm
- Wednesday 3 pm to 11:00 pm

### **Week 2:**

- Saturday 10:30 am to 10:30 pm
- Sunday 10:30 am to 10:30 pm
- Thursday 3 pm to 11:00 pm
- Friday 3 pm to 11:00 pm

### **Core Role & Responsibilities:**

- Serve as a positive role model for members and staff.
- Provide individual emotional, physical, medical, social and vocational support to members in a respectful and caring manner.
- Provide support to each member in personal care, hygiene and household skills.
- Assist members in identifying and developing skills in daily life.
- Promote independence and encourage decision-making through recognition and respect of each member's interest and choices.
- May be required to transport members to and from activities and home in a safe and careful manner.
- Perform administrative duties including completing communication books/logs, incident reports and maintaining appropriate lines of communication with management and staff.
- Maintain effective communication with the Location Team Leader, coworkers and members.

### **Education, Qualifications and Certifications:**

- The successful job applicant will have completed high school, grade 12 or the equivalent
- An equivalent combination of education and experience may be acceptable
- Valid Manitoba Class V driver license
- Criminal record check
- Child Abuse Registry check
- Adult Abuse Registry check
- Excellent written communication and interpersonal skills.
- Demonstrated skills and ability to work in a team environment.
- Certificate in Disability and Community Support is an asset.
- Sound knowledge of intellectual disabilities and experience working in the field is an asset.