



Job Posting

HOME SUPPORT WORKER

JOB OVERVIEW

Job Title	Home Support Worker
Department	Health and Social Development
Location	Doig River First Nation (DRFN)
Reports To	Community Nurse

GENERAL JOB DESCRIPTION

The purpose of this position is to improve the overall health and social outcomes for DRFN members by providing high quality home support services in accordance with a pre-established care plan. The Home Support Worker will provide personal care and/or companionship for Elders, members with disabilities, palliative or high-risk members. Care will be provided within the clients' homes and will be practiced in accordance with program guidelines, Work Safe BC, and Provincial and Federal department standards to ensure compliance. The Home Support Worker should be well-organized, able to follow instructions, while being patient and understanding of the members' needs. As part of the Health and Social Development department, the Home Support Worker's activities will align with DRFN's vision, mission, and strategic and operational plans.

DUTIES & RESPONSIBILITIES

Health and Community Care Program Planning, Delivery, Reporting and Evaluation

- Understands, embraces, and implements health and social development components of DRFN's Comprehensive Community Plan, Council Strategic Plan and Health and Social Development Strategy.
- Delivers a high standard of care to high-risk and palliative members, Elders and members with disabilities within their home setting.
- When appropriate, collaborates with the Community Nurse and Health and Social Development Manager to design community-based initiatives that promote healthy families, lifestyles, and lifestyle choices. This would include but is not limited to drug, alcohol, smoking/vaping cessation, healthy family activities, diabetes prevention, and heart-smart activities for the different demographics represented within the DRFN membership and community.
- Ensures program plans and initiatives are developed and delivered in a culturally relevant manner in accordance with DRFN culture and values.
- Ensures Beaver language is incorporated into all programs and delivery when feasible.
- Reports all health and/or social concerns to the Community Nurse and Health and Social Development Manager.

Primary Home Care Services for DRFN Band Members

- Provides high quality and conscientious bedside and personal care to clients under the direction of DRFN's Community Nurse, including but not limited to; planning and preparing meals, ensuring special dietary requirements are met, assistance with bathing and personal hygiene needs.
- Provides compassionate care and companionship for individuals and families during periods of incapacitation, convalescence, or family disruption.
- As required, will perform routine health related duties including but not limited to; changing non-sterile dressings, assisting in administering medications, and collecting of specimens as directed by Community Nurse.
- As required, will perform routine housekeeping duties including but not limited to; laundry, dish washing and changing/making beds.
- Maintains detailed records of medications being administered.

Reporting

- Tracks and reports on clients, service delivery and program outcomes.
- Provides reporting updates in collaboration with DRFN Community Nurse.
- Tracks progress of projects and initiatives associated with DRFN's Health and Social Development Strategy.

Relationship Building

- Works positively, collaboratively, and effectively with DRFN's Health and Social Development team, supporting consultants and DRFN leadership and staff as required.
- Actively collaborates with DRFN Community Nurse, and Health and Social Development Manager to communicate on program delivery, effectiveness, and additional requirements.
- Proactively promotes knowledge and information sharing through regular communication with the DRFN Community Nurse and other front-line workers.

Other

- Participates in department and staff meetings.
- Familiar with DRFN and associated political processes and demonstrates a non-political. Approach to communicate and foster relationships with Leadership, Elders, other staff, and community members.
- Integrates Dane-zaa culture and language into communications wherever possible.
- Follows all DRFN policies and procedures when applicable.
- Seeks continual improvement and professional development to ensure the duties associated with this position are conducted effectively, efficiently, and professionally.

Performs other duties and assists with special projects as assigned.

QUALIFICATIONS

Education & Experience

- Grade 12 Diploma or equivalent.
- A Home Support/Resident Care Attendant (HSRCA) certificate or equivalent certification from a recognized post-secondary institution.
- Registered or able to become registered on BC Care Aid registry.
- Minimum 1 year of experience in the health care field, preferably in a community setting.
- Experience working with Indigenous peoples is an asset.

Knowledge

- Familiar with the following:
 - Federal and Provincial health care standards
 - Local First Nations' health organization and service providers
 - Indigenous, Federal, and Provincial legislation and/or regulatory procedures guiding the delivery of healthcare
 - Office and medical equipment, and
 - Proper documentation and approved medical term abbreviations.
- Understanding of health programs, policies and how to translate them to real world implementation.
- The importance of addressing immediate health, social and economic needs while working toward long-term goals related to community health and well-being.

Skills & Abilities

- Act in a calm, caring and compassionate manner while working with individuals who are experiencing illness and/or are in a heightened emotional state.
- Ability to work collaboratively with a positive outlook in a variety of settings to create goals, resolve issues and make difficult decisions.
- Physically capable of performing position duties including operation of related equipment.
- Excellent interpersonal and written or spoken communication skills in a variety of circumstances.
- Facilitate resolution of conflict in a professional and effective manner.
- Ability to conduct decision-making in a non-political and unbiased manner.
- Exercise discretion when handling confidential information and demonstrate emotional intelligence when dealing with private matters.
- Capable of maintaining accurate and precise records.
- Proficient computer skills including Microsoft Office.

Cultural Understanding

- Familiarity with traditional Dane-zaa and Doig River First Nation culture, values, interests, and history including Treaty 8 and associated rights.
- Understanding, appreciation of and respect for the diverse nature of the Dane-zaa culture and its' people.
- Ability to incorporate a grass roots mentality into all programming including utilization of traditional Dane-zaa knowledge and language.

Required Certifications

- Class 5 Drivers License
- Clean Criminal Record and Vulnerable Sector checks
- Valid First Aid and CRP-HCP
- Food Safe Certification

Additional Preferred Certifications

- Trauma Informed Practice Training
- Class 3 Drivers License
- Workplace Hazardous Material Information System (WHMIS)

Note that candidates with less than the qualifications listed above may be considered.

HOW TO APPLY

Please submit your resume and three references to Lacey Beaumont, Executive Assistant by email at: lbeaumont@doigriverfn.com on or before January 19th, 2023.