



Employment Opportunity

Mission Statement: St. Paul's L'Amoreaux Centre supports healthy aging by providing client-centered housing, programs and services that meet the needs of diverse older adults.

Position: Behavioral Support Ontario (BSO) Clinician – Geriatric
Assessment & Intervention Network (GAIN) Community Team

Hours of Work: Full-time

Reports to: Director of Care Services

Respond to: Human Resources Generalist,
Email: hrd@splc.ca / Fax: (416)-493-3391

Position Summary

As a member of the GAIN Interprofessional Team and as a part of the broader Regional Seniors Care Network, the Behavioral Supports Ontario Clinician is primarily responsible for GAIN patients with responsive behaviors in both clinic and in-home settings in the community.

Responsibilities

- 1. Provide Clinical Care and Consultation Services to improve and /or maintain activities of daily living for older adults and senior with responsive behaviours**
 - Participates in GAIN processes including clinical triage and comprehensive Geriatric Assessment
 - Provides a comprehensive, bio-psychosocial assessment of patients living in the community in collaboration with the GAIN inter-professional team
 - Participates in evidence based assessment using various assessment tools
 - Identifies expected outcomes derived from the assessment data and diagnosis
 - Provides and leads person-centered behavioral care planning through the utilization of advanced concepts related to psychogeriatric assessment and care
 - Provide assistance with implementation, monitoring, on-going assessment, and evaluation of care
 - Provides consultation, education and creative problem solving to the care team, patient's family, formal and informal care providers participating in care planning of complex psychogeriatric issues

- 2. Provide education, community and inter-professional resources to patients, patient's family, and care providers**
 - Assess need for educational support and training to front-line care givers/family and informal care providers and engage with the available supports as required
 - Provide linkage to the appropriate services necessary to best serve the patient through knowledge of community and inter-professional resources
 - Provide education, modelling, care coaching, and knowledge-to-practice role with other care providers in the patients' home
 - Liaise with the care team, family, CCAC and other practitioners involved in the circle of care



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3. Ensures quality of service provision and continuous quality improvements

- Performs quality improvement and administrative responsibilities, and participates in policy and procedure development as required and within scope of duties/subject expertise
- Participates in the development, implementation, and evaluation of quality management programs/initiatives
- Leads and supports Employee Engagement efforts and initiatives

4. Promotes health and safety of clients, staff and self

- Delivers services in a safe and supportive manner
- Works safety at all times and ensures the safety of self, co-workers and clients by preventing hazard and reporting hazards to the supervisor.

Education

- Must be registered with good standing with the College of Nurse of Ontario
- Membership of RPNAO (Registered Practical Nurse Association of Ontario) or RNAO (Registered Nurse Association of Ontario)
- Current BCLS (Basic Cardiac Life Support) certification
- Certificate of completion in PIECES, Montessori Based Dementia Care, U First & GPA (Gentle Persuasive Approach) is an asset
- First Aid and CPR certification

Skills and Experiences

- Minimum of 3 years of experience with conducting home visits, providing both patient and caregiver support
- Ability to perform within the full scope of practice of an RPN/ RN
- Excellent critical thinking skills for the early detection, intervention, and prevention of responsive behaviors
- Patient assessment skills, clinical knowledge and expertise related to gerontological mental health & addictions and neurological conditions
- Well-developed communication skills and clinical understanding of dementia, responsive Behaviors and behavioral expressions
- Good understanding of non-pharmacological and therapeutic behavioral approaches
- Good understanding of pharmacological agents, and their interactions, that are used to manage conditions that have behavioral components along the disease
- Ability to coordinate care collaboratively with other interdisciplinary team members as well as to effectively function independently with patients
- Ability to effectively facilitate education and promotion of health programs
- Familiar with Internet search engines, social media, and applications related to health promotion, community resources, and patient education
- Basic computer skills in word processing, email, and PowerPoint are essential, knowledge of Microsoft, Access, Excel



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- Access to a vehicle daily and a valid driver's license required
- Ability to speak a second language, an asset

Others

- Background check required
- May be required to work occasional evening and weekend

St Paul's L'Amoreaux Centre is a diverse work environment. We encourage applications from all persons, including persons with disabilities. Accommodation will be provided, if needed, in accordance with the Ontario Human Rights Code and Accessibility for Ontarians Disability Act.

Please submit your application quoting the position you are applying to by mail, fax or email:

Mail: Human Resources Department
3333 Finch Avenue East
Scarborough, ON
M1W 2R9

Fax: 416-493-3391

Email: hrd@splc.ca

While we thank all applicants for their interest, only those applicants selected for interview will be contacted.