

Please send your resume along with a cover letter to: careers@wdds.ca

WDDS is currently seeking Part-time Direct Support Professionals

WDDS is a non-profit charitable organization that has been providing opportunities and supports for people living with developmental disabilities in Oxford County since 1959. WDDS offers all new employees an extensive training program that includes paid orientation, shadow shifts, on site Mental Health First Aid and Assist training and a mentorship program to ensure you are fully equipped and ready for your new role.

Our ideal candidates are those interested in growing their skill set in the areas of

- **Trauma Informed Care**; Recognizing potential experiences of trauma in others and champions a culture that supports trauma informed practices, Acknowledges and shows sensitivity to experiences of others using a trauma informed lens
- **Highest Quality Care**; Passionate about developing meaningful relationships with the people they support, and providing the highest quality of care that supports healthy social and emotional well-being for all people they support.
- **Bio-Psycho-Social Model**; Working effectively within an interdisciplinary team including Behavioural Therapists, Medical Professionals families and team to utilize the biopsychosocial approach in understanding people and how to support the highest quality of life.

What will you do?

- Direct Support Professionals (DSPs) are responsible for the provision of direct support to adults with intellectual disabilities, challenging behaviours and/or dual diagnosis
- Have the ability to understand and diligently utilize Behavioural Support Plans and Skill Acquisition Programs to support skill development and reduce challenging behaviour
- Duties include assistance with all skills of daily living, including personal care, medical appointments, skill development and household management
- Provide daily support to adults engaging in challenging behaviour while remaining calm, neutral, and effectively using Non-Violent Crisis Intervention Strategies
- Demonstrate a person-centered philosophy and a commitment to the agencies vision, mission and values
- Use a person directed approach to problem solving and decision making and is able to demonstrate this competency in their daily work
- Is strong and successful in providing quality care, even when faced with extreme obstacles
- Deliver results with a high level of consistency over a long period of time

- Maintains a positive environment in which people are supported with respect and dignity
- Actively engage in building positive, friendly, inclusive, diverse and cooperative relationships within and across all teams

EDUCATION AND EXPERIENCE REQUIRED

- Post-secondary degree or diploma (e.g., DSW, Community and Justice Services, Behaviour Science, Behavioural Psychology, SSW, CYW, or degree). However, candidates with other relevant education and/or previous work experience in social services and internationally trained professionals are welcome to apply.
- The ability and willingness to work a variety of shifts including days, afternoons, evenings, weekends, and holidays).
- Must be skilled in the areas of advocacy, flexibility, fostering independence in others, resilience, and must have strong interpersonal and problem-solving skills.
- A CPIC with vulnerable sector screening must be provided.
- A valid, Province of Ontario class "G" driver's license is required.
- Proof of Full Vaccination status is required.
- Strong computer skills using internet and MS Office software.
- Only candidates selected to begin the selection process will be contacted. Candidates must provide proof of education credentials at the time of the interview along with three (3) employment references.

EQUAL OPPORTUNITY EMPLOYER

WDDS is an equal opportunity employer committed to supporting a culture of diversity and inclusion. We believe in equal opportunity and it is our priority to ensure a barrier-free recruitment and selection process. Accommodation will be provided in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Please advise prior to the interview if you require accommodation. Information received regarding the accommodation needs of applicants will be addressed confidentially.