

## Direct Support Professionals (DSPs)

**Make a difference:** We are currently searching for dedicated and passionate individuals to join our team at Community Living Kingston and District.

<b>Who are we?</b>	<p>Community Living Kingston and District (CLKD) is one of the largest and well established developmental service organizations in eastern Ontario, serving 650 individuals. As a CARF accredited organization we take pride in our culture of lifelong learning and honoring best practices.</p> <p>We have five divisions of service which include 28 programs spread over twenty locations in the Kingston and Ganonoque area.</p> <p>CLKD is unionized (CUPE) and has 325 employees.</p>
<b>Why Join our Team?</b>	<p>CLKD is about people helping people. From frontline, to management and administrative – every one of our employees plays a valuable role in helping CLKD meet the needs and interests of the individuals and families we support. If you are committed to making a difference, have a passion for helping others and are looking for a place to contribute and grow and learn from others, then consider joining CLKD. As our employee you will discover what it feels like to be a part of a caring community of staff members, volunteers, people we support and their families – a community that has inspired people to choose CLKD throughout its entire history dating back to 1953.</p>
<b>What we offer</b>	<ul style="list-style-type: none"> <li>• Comprehensive benefits plan to all employees full-time and part-time;</li> <li>• Starting pay rate is \$19.49 per hour (plus \$3 per hour as pandemic pay);</li> <li>• Vacation pay at a rate of 7.33% will be added to every pay period;</li> <li>• Paid sick time;</li> <li>• Prescription drugs, vision care, dental and counselling services;</li> <li>• Participation in a co-contribution RRSP program;</li> <li>• EAP services;</li> <li>• Employer-Paid Training Programs;</li> <li>• Career Development &amp; Internal Growth Opportunities available;</li> <li>• Membership discount with Work Perks.</li> </ul>
<b>What you will do</b>	<p>DSPs are responsible for the provision of direct support to adults with intellectual disabilities. Duties include: provision of assistance with all skills of daily living, including personal care; skill development, household management; and support to individuals to enable them to participate fully in the life of the community.</p>
<b>What you require</b>	<ul style="list-style-type: none"> <li>• Post-secondary degree or diploma (e.g. DSW, Behaviour Science, Behavioural Psychology, SSW, CYW, or degree) is preferred and/or</li> <li>• Significant work experience in social services;</li> <li>• The ability and willingness to work varying/rotating shifts (including days, afternoon, evenings, weekends, and holidays);</li> <li>• Experience supporting people with intellectual disabilities is desirable;</li> <li>• Must pass mandatory vulnerable sector screening as required;</li> <li>• A valid, Province of Ontario class “G2” driver’s license is required.</li> </ul>

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<p><b>Next Steps</b></p>	<p>Once you apply, we'll review your resume to determine if your skills and experience match the qualifications for the role and only qualified candidates will be contacted for next steps. If you move forward, the process includes an interview, written exercise, and reference check.</p> <p>Must demonstrate following competencies:</p> <ul style="list-style-type: none"> <li>• Collaboration, Results Orientation, Resilience and Teamwork;</li> <li>• Demonstrated ability to interact in a caring and respectful manner;</li> <li>• Ability to work independently and as an effective team member in a cooperative manner with all members of staff, families, residents, volunteers and outside agencies;</li> <li>• Excellent interpersonal and communication skills that demonstrate an ability to relate to others and work well with peers and residents of the Home;</li> <li>• Excellent organizational and time management skills and demonstrated ability to prioritize.</li> </ul> <p>Please visit our website and apply at <a href="mailto:careers@clkingston.ca">careers@clkingston.ca</a></p> <p>CLKD thanks all who apply, however only those candidates who are selected for an interview will receive a response. We use the Behaviour-Based Interviewing (BBI) method to gather information about skills and behavioural characteristics that a candidate would have demonstrated in a past situation within a job role.</p> <p><b>Diversity Statement</b></p> <p>CLKD is an equal opportunity employer, dedicated to maintaining a workplace culture of inclusiveness and supports the City of Kingston's commitment to employment equity, diversity and inclusion. CLKD is a Safe Space that embraces diversity, whether it be a disability, age, ethnicity, colour, religion, language, gender, gender identity, sexual orientation, national origin and all other differences that makes everyone unique.</p> <p><b>Accommodation:</b> CLKD is committed to creating and maintaining an accessible and inclusive organization, consistent with its core values. We are committed to providing barrier-free and accessible employment locations practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require Code-protected accommodation through any stage of the recruitment process, please make those known when contacted and we will work with you to meet your needs. Disability related accommodation is available. Please notify Lisa Macdonald at: (613) 546-6613 x 2159.</p>
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