

BGC South East is currently seeking the following position(s) to join our multidisciplinary Program Inclusion & Behaviour Support Team:

**Job Posting Details:**

**Position:** Program Inclusion Worker (multiple positions available)

**Program:** After-School Program (Ages 4-12)      **Job Code:** PIW-ASP

**Location(s):** Various locations include West End Community Centre, Hughson Childcare Centre, St. Genevieve Catholic School, Rideau Heights Public School, St. Francis of Assisi Catholic School, Joyceville Public School, Harrowsmith Public School, and Amherstview Public School.

**Hours:** 12-20 hours per week (some flexibility based on availability and program needs)

**Shift Times:** Mondays to Fridays, 2:00 PM - 6:00 PM

**Rate:** \$19-20 per hour dependent on experience and education

**Start Date:** ASAP (September 2024)

**Overview:**

BGC South East's Program Inclusion & Behaviour Support (PIBS) Team is working to create a team of passionate individuals who are dedicated to creating inclusive, engaging, and empowering programs and spaces at BGC South East. We want to grow and enhance the reach of BGC South East to become a place where all children and youth, regardless of disability or behavioural barriers, can find a place to belong. Our support team will include individuals with a variety of educational and professional experiences, who each contribute to this goal by working together to create and implement evidence-based, effective, and compassionate behavioural strategies.

**Program Inclusion Workers**

Program Inclusion Workers (PIWs) play a vital role in creating, adapting, and delivering inclusive and engaging childcare, before- and after-school, and camp programs for children and youth who require additional support. PIWs aim to provide welcoming, inclusive, and accommodating spaces for all children and youth. In this position, PIWs will be a part of a multidisciplinary team, working closely with children with identified additional support needs, their families, other program staff, and community agencies to provide a supportive, engaging, empowering, and positive camp experience.

PIWs will be responsible for working closely with identified members of BGC South East programs. They will adapt programs and environments to support the educational, social, and emotional development of young people between the ages of 18 months and 12 years old with support from others on the Program Inclusion & Behaviour Support (PIBS) Team. PIWs will work closely with PIBS Team Supervisors, Coordinators, and Peers to design, modify, and implement program accommodations and behaviour support plans to support the educational, social, and emotional development of children and youth at BGC South East.

PIWs will also work alongside front-line program staff, parents/guardians, and other key community agencies to ensure all children and youth feel a sense of belonging, empowerment, and independence while in BGC South East programs.

### **Key Responsibilities:**

- Facilitate inclusion within BGC programs by creating a welcoming and accommodating environment and utilizing a variety of group and individualized support strategies.
- Use various equipment, resources, and behavioural strategies to modify program environments, daily routines, and expectations to fit the abilities and needs of all children.
- Collaborate with program staff to support the planning of inclusive, engaging, and enriching programs.
- Model, teach, and support a variety of skills to support positive relationships and social interactions with peers.
- Model, teach, and support life skills such as toileting and personal hygiene, feeding, safety skills, functional communication, emotional regulation, etc.
- Implement proactive and responsive strategies to challenging behaviours including verbal aggression, physical aggression, property destruction, and elopement.
- Collaborate with other members of the Program Inclusion & Behaviour Support Team to create and implement evidence-based, effective, ethical, and empowering behaviour support plans (BSPs) for identified children and youth.
- Collaborate with parents/guardians, staff, and other community agencies regarding support needs, personalized goals, implemented strategies, and the celebration of successes.
- Complete regular documentation regarding the support needs, strategies, challenges/weaknesses, and successes/strengths of assigned children/youth.
- Participate in staff meetings and trainings with the goals of continual professional, personal, and team development.
- Step-in to support other identified children, provide general classroom support, and/or fill-in as program staff when assigned children/youth are absent.
- Adapt to flexible hours based on the support needs at various programs and occasional schedule rearrangement to accommodate staff meetings, training, and prep hours.

### **Potential Support Needs:**

- Self-Care (including feeding, toileting, changing, handwashing)
- Aggression (including de-escalating verbal aggression, physical aggression, and property destruction)
- Safety & Supervision (including risk assessment and intervening with children who may run away from staff, group or site)
- Emotional Regulation (including introducing calming strategies and conflict resolutions)
- Communication (including utilizing visual supports and alternative communication methods)
- Social Interactions (including facilitating social skills and peer interactions)

- Group Participation (including providing physical support and accommodations and supporting transitions)

### **Job Requirements:**

- Post-secondary student or a graduate - BST, BPSYC, AUBS CYW, ECE
- Experience with ABA, IBI, and Reinforcement Programs
- Experience working with clients with additional support needs (e.g., developmental, physical, intellectual, emotional, and/or behavioural needs)
- Standard First Aid/C.P.R. LEVEL C certification
- Valid Drivers License/ Reliable transportation required
- Criminal Reference Check (including Vulnerable Sector Check)
- TDP (10-year booster) and MMR immunizations must be up to date

### **Candidate Characteristics:**

The ideal candidate demonstrates

- A joy for working with children and youth
- A passion for facilitation inclusion and supporting children and youth with enhanced, diverse, and/or challenging needs/behaviours
- An understanding of various aspects of child development
- An understanding of the principles and application of behaviour analysis
- Adaptability and creativity in the design and implementation of inclusive and behavioural strategies
- An ability to work both individually (e.g., responsible, organized, sense of integrity) and in a team environment (e.g., cooperative, communication, collaboration)
- Resiliency, a positive attitude, a solutions-oriented mindset, and a willingness to learn

### **Application Process:**

Submit resume and cover letter **clearly indicating the job code(s)** when applying, to the attention of: Recruitment Coordinator  
[hr@bgcsoutheast.ca](mailto:hr@bgcsoutheast.ca)

Please note that BGC South East will accommodate candidates as required under applicable human rights legislation. If you require a disability-related accommodation during this process, please inform us of your requirements and we will do our best to accommodate.

**We thank all those who apply, however only successful candidates will be contacted for an interview.**