BGC South East is currently seeking the following position:

Program Inclusion Worker

Location(s):

- Various Club locations throughout Kingston

Position Term:
September 2026 – June, 2027

Pay: $21/HR

Schedule:
Hours - (20 hours/week) Must be available Monday to Friday between the hours of 2:00pm - 6:30pm

Overview:

Program Inclusion Workers will play a vital role in the modification and implementation of after school and camp programs for children and youth who require additional support to be successful in a group setting.

They will be responsible for working closely with identified members of BGC South East programs, adapting programs and environments to support educational, personal, social and emotional development of young people between the ages of 4-12.

Inclusion workers work closely with program staff, parents/guardians and other key community agencies to ensure children and youth feel a sense of belonging, empowerment and independence while in our programs.

Key Responsibilities:

- Instill and teach a variety of skills to support positive relationships and friendships with peers.
- Use a variety of equipment, resources and behavioural techniques to modify program environments, routines and expectations to fit the child(ren)s abilities and needs.
- Encourage members to participate in activities one-on-one in a larger group by engaging them and taking an active participatory role.
- Increasing independence and confidence by creating and implementing “fading” strategies for to allow individuals to be successful in programming with lessened levels of support
- Working closely with parents/ guardians, staff and other community agencies regarding needs, progress, goals and celebrating successes

Job Specifications:

- Dedicated to supporting children and youth with diverse and possibly challenging needs to be successful in our programs and community
- Demonstrate understanding of various aspects of child development and diagnoses
- Ability to adapt programs and environments to fit the needs and abilities of individual children or small groups
- Able to work well in a team environment, as well as on an individual basis

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
- Standard First Aid/C.P.R. LEVEL C certification
- Extensive experience in working with special needs clients (developmental, physical, intellectual, behavioural)
- Valid Drivers License/ Reliable transportation required to any/all of the locations listed above
- TDP (10 year booster) and MMR immunizations must be up to date
- Criminal Reference Check (including Vulnerable Sector Check)

Application Process:

Submit resume and cover letter indicating position applying for to the attention of:

HR Recruiting
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.