



**Norfolk Association for Community Living (NACL)** has been promoting and supporting the inclusion of people with developmental disabilities in all aspects of community life for over 65 years. NACL provides a number of different supports for people with developmental disabilities, including residential, respite, employment resources, community engagement, supported independent living and day programs.

**Description of Position:**

The **Developmental Services Worker (DSW)** employee provides direct support to individuals with developmental disabilities to ensure their quality of life is meaningfully improved in the community. A DSW is responsible for individualized support of one or more individuals. Support may include assistance with daily activities (including personal hygiene and meal preparation) and community involvement.

These are part time opportunities with a set schedule. Available shifts include, Monday through Sunday, days, evenings, or weekends.

**Description of Duties:**

- Promote community inclusion, independence and self-determinism for the individuals supported.
- Provide direct and indirect support to individuals as required by personal support plans.
- Support individuals to identify, work towards and achieve their goals/personal outcomes.
- Encourage self-expression of individuals supported and remains knowledgeable of verbal and nonverbal communications, including alternative communication systems and techniques.
- Utilize problem-solving skills to work collaboratively within a team and with families.
- Complete all required electronic documentation accurately and within set time frames.
- Apply techniques and understand concepts related to non-violent crisis intervention (CPI).

**Qualifications:**

- Developmental Services Worker diploma or equivalent (Social Services Worker diploma, Child and Youth Care diploma, or a university degree in a related discipline; and experience working or volunteering with people who have an developmental disability)
- Must have a Valid Ontario Driver's License (Class G), access to a reliable vehicle and car insurance.
- Excellent interpersonal and communication skills (oral and written).
- Proficient with PC computer environment; MS Office (Word, Excel, Outlook, etc.).
- Valid First Aid with CPR certificate or be able to obtain within the first month of hire

We provide competitive compensation, training programs and opportunities for career development.

To apply for this position, please describe yourself in a cover letter listing the qualities and experience that you possess, which make you a potential candidate for consideration. Please submit resume in confidence to [jobs@nacl.ca](mailto:jobs@nacl.ca)