



Overnight Support Worker (FT, PT, or Casual)

JOB STATUS:	Permanent Employee (part-time or full-time) or Casual
REPORTS TO:	Work 2 Live Program Manager
REMUNERATION:	\$23/hr
BENEFITS:	(available after completion of probation period) Extended health and EAP \$500 wellness bonus 3 weeks' paid vacation 10 paid personal days RRSP matching up to 3% of salary (available after 12 months)
HOURS:	Full-time: 3 days/36 hours Part-time: 1-2 days/12/24 hours Casual: As needed
REQUIREMENTS:	Clean criminal record check

Job Summary:

The support we provide mirrors that of the family unit. A primary role of all ZC support staff is to foster an atmosphere of comfort and inclusion and to nurture positive relationships with ZC program participants. The relationships we strive for are characterized by empathy, trust, support, advocacy, reciprocation, and fun. With relationship as the foundation, ZC staff adopt a strength based, trauma informed, individualized approach to support. We empower our participants to be self-determining individuals.

Housing is fundamental to the growth we see in our participants; a safe place to call home is the first step in becoming the best version of themselves they can be. The Overnight Support Worker will lead the charge in creating a sense of home. You will foster a sense of community/family under our roof. You are responsible for and will mentor our participants in how to keep a clean, comfortable home and role model how to be an awesome roommate/tenant. Your role will be critical in the prevention of crises, drug/alcohol abuse, and roommate conflict. You will be a critical part in our wrap around services and will work alongside our Case Worker and Life Skills Coordinator.

Experience and Qualifications:

- A minimum of 2 years of experience working in social services or equivalent life experience.
- Team oriented, passionate and enjoys meeting and connecting with people.
- Ability to self-motivate, work independently, and organize work and time efficiently.
- Good communicator.
- Demonstrates a strong understanding of personal and professional boundaries and has strategies in place to support themselves in their own self-care and well-being while helping and supporting other people.
- Computer proficiency, including Word, Excel, email & social media an asset.
- Ability to navigate various government and social services agency to gather information and support for participants of all ages and needs.



Duties and Responsibilities:

- Nurture a safe, supportive, comfortable home environment.
- With participant input, develop and maintain house norms.
- Inform participants of house rules and provide enforcement.
- Clean house and staff unit.
- Facilitate a cleaning routine for participants.
- Demonstrate cleaning techniques and assist with chores when necessary.
- Assist with meal planning and preparation.
- Facilitate conflict resolution with program participants.
- Provide supervision to ensure drugs and alcohol are not being used in the house.
- Provide as needed assistance to participants.
- Facilitate social activities within the house.
- Complete program reporting and regularly update case management system (CAMS).
- Communicate and strategize with support team.

General:

- Assist with fundraising events and initiatives
- Negotiate In kind donations and sponsorship for programs
- Represent ZC at public functions and gatherings in the Sea to Sky corridor in order to enhance current relationships.
- Continually conduct outreach to build new community contacts
- Represent ZC with our current partner organizations & agencies
- Conduct activities with integrity and in an open and ethical manner
- Create a working environment of unity, honesty and trust
- Conduct responsibilities in in line with ZC's mission, values, and code of conduct
- Create a positive and dynamic working culture