

## JOB POSTING

### **Behavioural Supports Ontario (BSO) Social Worker**

**Posting Date:** Friday July 11, 2025

**Closing Date:** When filled

**Position Title:** Behavioural Supports Ontario (BSO) Social Worker

**Organization:** Alzheimer Society Southwest Partners

Do you have a passion for working with older adults, including people living with Alzheimer's disease and other dementias and their care partners? We are seeking a registered BSO Social Worker to join our compassionate and supportive team. We are looking for someone who appreciates diversity and is motivated to advocate for and inspire change in our communities with a commitment to the OCSWSSW Code of Ethics being evident in all they do.

#### **What We Offer:**

- Health benefits
- Pension plan
- Paid sick time
- Birthday off paid
- Generous vacation time
- Flexible work models
- Paid personal days
- Positive workplace culture
- Ongoing professional development
- Formal supervision and peer supervision opportunities

#### **About This Position:**

**Immediate Supervisor:** Manager of Clinical Services

**Direct Reports:** None

**Job Status:** Full-time, Permanent, 35 hours per week **(Hiring 2 positions)**

**Location:** Alzheimer Society Southwest Partners – **London (Middlesex)** location with some periodic travel to Elgin (St. Thomas), and Oxford (Woodstock).

#### **Summary:**

Under the direction of the Manager of Clinical Services, the incumbent will work with persons living with Alzheimer's disease or other dementia (ADOD), including Mild Cognitive Impairment (MCI), or other memory complaints. The BSO Social Worker will work with the individual, their care partners, and community resource agencies to ensure access to information, support, and education that assists them on their journey with the disease. The goal is to provide needed support, build effective and efficient utilization of community resources, promote links with primary care and community resource agencies; reduce care partner crisis situations and

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thereby reduce care partner burden. The BSO Social Worker will work closely with the local Behavioural Response Team (BRT) and provide interventions such as assessment, system navigation, short term one to one supportive counselling, case management, discharge planning, and referrals to community agencies as appropriate.

### **Duties and Responsibilities:**

- Receive and respond to BSO client referrals in a timely manner,
- Provide psychosocial assessments and develop care plans for clients living with dementia with responsive behaviors and care partners as well as working together with health system partners,
- Initiate intervention quickly in urgent situations. (Goal is to respond to new BSO referrals within 72 hours (excluding weekends))
- Provide dementia related supportive counselling to clients as needed,
- Consult with Alzheimer Society peers/colleagues as needed,
- Identify person-centered, abilities focused care partner strategies for behavior management,
- Provide regular follow-up with current clients as established in agency policy,
- Comply with reporting requirements of the AlzSWP and those of the relevant professional body (OCSWSSW),
- Ensure clients are aware of existing community resources, and provide assistance as needed to clients who wish to access them,
- Refer to appropriate community resources as required,
- Facilitate support and education groups, as assigned.

### **Evaluations and Other Responsibilities:**

- Participate in performance management process and annual performance review with Manager of Clinical Services,
- Collect, maintain and report required quantitative and qualitative data to support region-wide monitoring, evaluation, and reporting to BSO Project team,
- Work with clinical team to continually evaluate BSO services by soliciting ongoing feedback from clients as well as completing written questionnaires as appropriate,
- Always represent the AlzSWP in a professional manner, treating all internal and external clients with respect and dignity and always act in the best interest of the Society,
- As an employee of a non-profit organization, you are expected to participate in fund development activities as required,
- Other related duties as requested by the supervisor or Director of Programs and Services or CEO

### **Requirements / Experience and Qualifications:**

- A Minimum Bachelor of Social Work degree required.
- Eligibility for registration with the Ontario College of Social Workers and Social Service Workers (OCSWSSW),
- Minimum 3 years providing direct Social Work service in a health care setting,
- Experience working with the over 65 age group,
- Experience working with persons living with dementia and their care partners,
- Experience with populations that require behavioural support,

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- Strong crisis management skills,
- Strong assessment and case management skills required,
- Experience facilitating education and/or support groups an asset,
- Strong written and verbal communication skills,
- Ability and knowledge to work within a computerized environment,
- Valid driver's license and access to own vehicle,
- Vulnerable Sector Police Record Check is required.

### **Preferred:**

- Master of Social Work (MSW) degree,
- Minimum 5 years of experience providing Social Work service in a dementia care setting,
- Experience conducting meetings and/or groups on a virtual platform,
- Ability to converse in a language other than English is an asset,

### **Working Conditions:**

Hybrid work environment: in-office setting and some remote work from home. General office duties, typing, filing, occasional lifting / carrying 25lbs, reaching, bending, walking, sitting, and standing, freedom of movement throughout the day. Some limited occasional evening and weekend work required. Some travel is required.

### **About Us:**

#### **Organization Overview:**

The Alzheimer Society actively supports families and individuals affected by Alzheimer's disease and other dementias. We advocate for and provide support services, education, and funding for research for those affected by Alzheimer's disease and other dementias.

#### **Our Vision:**

No one impacted by dementia goes unsupported.

#### **Our Mission:**

We provide community and person-centered support and education to those impacted by dementia.

#### **Our Values:**

Collaboration, Excellence, Respect, Compassion and Belonging.

**Website:** [www.alzswp.ca](http://www.alzswp.ca)

### **TO APPLY:**

Interested applicants will submit a complete application package **including cover letter and resume in .pdf format to:** [HR@alzswp.ca](mailto:HR@alzswp.ca) (with the job title listed in the subject line).

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All applicants will be screened based on receiving a complete application package and according to the qualifications listed in the posting. We thank all applicants for their interest, only those selected for an interview will be contacted.

### **Commitment to Equitable Recruitment:**

The Alzheimer Society Southwest Partners (AlzSWP) recognizes the value and dignity of each individual and ensures everyone has genuine, open, and unhindered access to employment opportunities, free from any barriers, systemic or otherwise. We are dedicated to building a diverse and inclusive work environment, where the rights of all individuals and groups are protected and all members feel safe, respected, empowered, and valued for their contributions.

Our values (collaboration, excellence, respect, compassion and belonging) and are the guideposts we use for decision-making of all kinds. We believe that this will guide the organization toward a place of inclusion for all - where equity and access to essential supports and services becomes the reality.

We are committed to inclusive, barrier-free recruitment and selection processes in accordance with the Human Rights Code and AODA. AlzSWP welcomes those who have demonstrated a commitment to upholding the values of equity and social justice and we encourage applications from First Nations, Inuit and Métis, Indigenous Peoples of North America, Black and persons of colour, persons with disabilities, people living with dementia, care partners and those who identify as 2SLGBTQAI+.