

Occupational Therapist Supporting the SPOT Program

Assigned Site: Multiple Sites

Full-time Equivalency: 2.0 FTE

Employment type: 1 contract position, 1 permanent position

Commencing: March 25, 2024 – March 28, 2025

OPSEU 258 salary range for Occupational Therapists is \$38.13-\$43.68 per hour

Who we are:

Our mission at KidsAbility is to empower children and youth to realize their full potential. We are a not-for-profit, equal opportunity employer supporting over 17,000 children and youth to reach their communication, social, physical, and behavioural goals each year. From birth to age 21, we are here to help navigate the journey of childhood through to adulthood, providing early and exceptional family-centered services. With over 65 years of proven and dedicated community outreach within the Waterloo and Guelph Wellington Regions, we continue to lead with purpose to ensure the needs of our community are met. We will continue to strive to build a strong, inclusive tomorrow as we learn from our past, respond to our present, and anticipate our future. We believe that by living our values, our impact can be profound, and together, we can build brighter futures.

Why join us:

- Continuing learning, skills development, and training program opportunities
- OT mentorship opportunities for new graduates
- Experienced, personable, and accessible management for ongoing support and mentorship
- A supportive and caring work environment with a strong focus on client service and supporting staff to meet our mission critical work
- Opportunities for multi- and trans-disciplinary collaboration
- Mileage reimbursement when traveling between schools to conduct visits
- Wellness initiatives, social events, and opportunities to give back to your community
- Access to Employee and Family Assistance Program

If eligible:

- Comprehensive benefits and optional group RRSP program
- Short- and long-term disability income protection benefits
- Generous vacation package, paid personal leave days, and closure and discretionary days

What you will do:

The Occupational Therapist (OT) in the SPOT Program will provide support to licensed childcare centres and home childcares across the Region of Waterloo. The Occupational Therapist will support a tiered model of service, implementing universal, targeted, and individualized support to children. They will work collaboratively with early learning childcare educators and/or staff and other Special Needs Resource (SNR) professionals to explore creative ways to build the capacity of educators to promote inclusive early learning environments for all children. As a collaborative partner in the Special Needs Resource Collaborative, the SPOT Program aims to:

- Foster inclusive environments that promote a sense of belonging for all children ages birth to four

- Build the capacity of the early learning educators and childcare staff through a collaborative consultative approach, which includes coaching & mentoring within a tiered model of service
- Provide assessment, goal setting and intervention to assist children to attain their potential and maximize their participation in the early learning childcare setting
- Enhance the level of function of clients in the areas of self-care, productivity, and leisure in partnership with their families and their community through prevention, education, consultation, early identification, and management of disabilities
- Motivate and support activities and plans of the interdisciplinary team related to coordinating services to clients and families

How you will make an impact:

- Working towards our goal of providing the right support to the right child at the right time
- Exchange information and ideas in a manner that fosters understanding and positive relationships with clients, families, co-workers, and the community
- Contribute to the development and continuous quality improvement of the Centre, the community, and the profession by participating in projects and groups
- Maintain awareness of relevant community resources and factors that impact development and educate, consult, and counsel individuals, families and other agencies or professionals to encourage early identification, intervention, and management of disabilities

What we're looking for:

- Knowledge of/or experience working in a tiered model of support, with a strong focus on universal supports
- Experience with children who have a variety of developmental, physical, and communicative disorders
- Demonstrated consultation and coaching skills, and the ability to manage program demands in a fast-paced environment
- Demonstrated collaboration skills and experience working with community partners
- Experience prescribing equipment through the Special Education Amount (SEA) program an asset
- Experience specifically with children aged 0 - 4 years is an asset
- Partnering for Change (P4C) an asset
- Proven ability and willingness to work as an integral member of a team, as well as work independently with little direction, demonstrating self-motivation and initiative
- Excellent organizational, time management, problem-solving and caseload management skills in a fast-paced environment
- Experience providing in-person and virtual care, in previous employment or clinical placements

What you need:

- Graduate of a Master's program in Occupational Therapy
- Registration with College of Occupational Therapists of Ontario (COTO)
- Must have strong analytical skills, be organized and detail minded, be able to prioritize tasks to meet strict deadlines and have excellent follow-up
- Effective oral and written communication skills with high level of attention to detail and adherence to confidentiality standards
- Proficiency with MS Office applications and data entry

- Demonstrated ability to use web-based software inclusive of electronic charting software, such as Goldcare or AlayaCare
- Travel is required; you must have a valid driver's license and access to a reliable vehicle with public liability/property damage coverage
- Standard First Aid and CPR is an asset
- Bilingual in French and English an asset

Join KidsAbility and help make a difference in the lives of children and youth while achieving personal and professional growth.

We invite applications from those interested in this position to submit a letter of interest and resume to Human Resources by emailing recruitment@kidsability.ca by end of day **March 18, 2024**.

Equity, Diversity, and Inclusion are the core values at KidsAbility. We are a diverse workforce with wide perspectives and creative ideas that benefit our clients and the community. It is the policy of KidsAbility to ensure equal employment opportunity without discrimination or harassment. We welcome applications from visible minority groups, women, Aboriginal people, persons with disabilities, religion, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, genetic information or any other ground protected by applicable law.

KidsAbility strives to create an accessible and inclusive application and selection process and is committed to working with and providing reasonable accommodations to job applicants who may require provisions to participate in the selection process. Should any applicant require accommodations please contact Human Resources in advance for assistance at recruitment@kidsability.ca.

Please note that all prospective KidsAbility employees are subject to mandatory immunization requirements, including the full and ongoing COVID-19 vaccination, as a condition of obtaining and maintaining employment. We will make accommodations as directed by the Ministry of Children, Community and Social Services and the Chief Medical Officer of Health.

To learn more about us, visit: <https://www.kidsability.ca>

To stay up-to-date, follow us on social media:

Facebook: <https://www.facebook.com/KidsAbility/>

Twitter: <https://twitter.com/KidsAbility>

Instagram: <https://www.instagram.com/kidsability.ca/>

LinkedIn: <https://www.linkedin.com/company/kidsability/mycompany/>

YouTube: <https://www.youtube.com/c/KidsAbilityCentreforChildDevelopment>