



Internal & External Posting

March 18, 2024

Instructor Therapist

Supporting the Entry to School and the Autism and Behaviour Support Services Programs

OPSEU salary 258 salary range for Instructor Therapists is \$28.13 - \$31.21 per hour.

Assigned Site: Multiple Sites

Full-time Equivalency: Up to 3.0 FTE

Employment type: Contract

Commencing: April 1 – September 27, 2024

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. Providing early and exceptional family-centered services in the Waterloo and Guelph-Wellington regions. We believe that by living our values, our impact can be profound, and together, we can build brighter futures.

Why join us:

- A supportive and caring work environment with a strong focus on client service
- Experienced, personable, and accessible leadership for ongoing support and mentorship
- Continued learning, skills development, and opportunity for inter-professional 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:

KidsAbility is currently seeking individuals for the Instructor Therapist position. The Instructor Therapist will:

- Work directly with young children with Autism or other needs
- Deliver the Ontario Autism Program (OAP) and Applied Behaviour Analysis (ABA) services individually and in group settings
- Participate in the treatment planning function, implement the program to assist clients to effectively develop their skills, monitor the progress of the children, and liaise with their parents

KidsAbility provides services in four sites: Kitchener, Waterloo, Cambridge, and Guelph. Instructor Therapists will work across all KidsAbility sites and in the community.

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 and intervention to promote appropriate development

What you need:

- A community college diploma or university degree in social services, psychology, or a related field
- Previous training and experience delivering autism services (ABA) to children with autism is required
- Ability to work independently, as well as work as an integral part of one or many teams, demonstrating strong collaboration and function effectively as a member of a multidisciplinary team
- Strong interpersonal and communication skills, both written and verbal, with the capacity to deal empathetically and clearly with clients and their families
- High level of initiative, excellent organizational and problem-solving skills, along with the ability to work effectively with minimal supervision
 - Demonstrated ability to use word processing, data processing, management and analysis software, email, and web-based software with proficiency in Microsoft Excel, Word and Outlook
- Certification in First Aid and CPR an asset
- Valid Ontario Driver's License and access to a reliable vehicle with public liability and property damage (minimum of \$1 million) is required

We invite applications from those interested in this position to submit a letter of interest and resume via email to [Human Resources](#) by end of day **March 26, 2024**.

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 accommodation please contact Human Resources in advance for assistance.

Equity, Diversity, and Inclusion are the core values of 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.

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.