Support Worker

Lanark County Support Services is currently hiring a Developmental Services Worker Professional for an Instructor II, full-time position.

Education:

Developmental Services Worker Diploma, Behavioral Science Technician Diploma or a diploma in a related field from an accredited college or university. ***Note: PSW is not considered equivalent for these positions.***

Operational Requirements:

Must have First Aid, CPR or must provide proof of registration of a course within 2 months of hiring at own expense.

Must have or be willing to train in NCI, Pharmacology and WHIMIS.

Must have a Valid G Driver's license, access to a vehicle, ability to work throughout Lanark County and a criminal reference check for the vulnerable sector.

Be advised that Lanark County Support Services has a vaccination policy that we will provide. Proof of vaccination(COVID-19) will be required as a condition of employment, subject to exemptions contained in the policy.

Experience:

Experience supporting individuals with developmental disabilities, managing behavioural challenges and complex health plans, administering and managing medication and provide personal care. Experience in developing and facilitating holistic Individual Support Plans in collaboration with support networks. Substantial experience working with families in the planning and delivery of supports.

Ability, Skill, Knowledge:

Demonstrated ability in planning and organizing a variety of activities to connect individuals to their communities that reflect individualized interests.

A positive and creative thinking approach.

Flexibility in both daily routine delivery and hours of work.

Proven ability to create unique opportunities to people who require intense behavioural supports.

Ability to adapt to a variety of people, situations and environments.

Skills in various forms of technology and computer software.

Demonstrated ability to work as a team or independently and present an image of professionalism.

Strong written and verbal communication skills, problem solving skills and organizational skills.

Must have knowledge and demonstrate proficiency in the Developmental Services Sector Core Competencies as they relate to the role of Direct Support Professionals.

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Salary:
Salary ranges from $24.84 - $27.62 per hour, based on experience, with 6% in lieu of vacation. Employees have the opportunity to join the Hospitals of Ontario Pension Plan (HOOPP.) All employees also have access to a confidential Employee Assistance Program. LCSS staff are provided with ongoing training including: First Aid, CPR, Non- Violence Crisis Intervention along with additional mandatory training. We believe that investing in our employees ongoing professional development has a direct impact on the quality of services that we provide. We encourage and support employees to pursue any relevant training that will enable them the broaden and enhance their skills sets.

Lanark County Support Services is an equal opportunity employer committed to building a diverse workforce reflective of Canadian Society.

Applicants may direct resumes to: Tammy Brown at tbrown@lcss.agency by Monday, November 9, 2026.

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