



springboard

CONNECT. INSPIRE. ACHIEVE.

ABOUT US

Springboard's mission is to build stronger communities by helping youth and adults develop the skills they need to reach their full potential. As a charitable organization, we deliver innovative, professional and diverse programming by establishing partnerships between our clients and their community. Springboard’s program areas include community justice, employment, developmental services, youth justice, Weed out The Risk and The Community Learning HUB.

WHO WE ARE

People are at the centre of everything we do. We foster opportunities for skills development, personal growth and social interaction. We also actively promote work/life balance and mental health supports. We foster communication across the agency, from our Town Halls to our quarterly Springboard orientations. We are a learning organization and our people have the opportunity to provide feedback into all areas of the organization.

We have an active Employee Engagement Committee that focuses on connecting staff through communication, a rewards and recognition program, career development initiatives and of course, social and team building opportunities. Springboard offers a comprehensive benefits package for full time, permanent staff and, for all permanent positions, a savings plan that helps support our people in all aspects of their lives.

Internal / External Job Post

Recreation Therapy Facilitator
DSCP-U24-04

THE OPPORTUNITY

- Job Class ♦ Union
- Department ♦ SOAR and Discovery Connect
- Location ♦ Community Programs – Multiple locations across the GTA and virtual
- Status ♦ Full-Time, Contract (ending September 6th, 2024)
- Vacancy Number ♦ DSCP-U24-04
- Pay Rate ♦ \$ 57,682.27 per annum
- Available ♦ Immediately
- Hours/Shifts ♦ Must have flexibility to work Monday-Friday days/evenings as required.
Schedules are subject to change to meet departmental needs.

Reporting to the Supervisor of Community Support Services, the Recreation Therapy Facilitator provides recreation opportunities for youth and adults with developmental disabilities. Working across multiple programs and sites, including the Fee for Service – Discovery Club program and SOAR, the Recreation Therapy Facilitator facilitates recreation therapy programming, supports individuals in the reduction of depression, stress, and anxiety and other mental or physical illness; counsels and encourages individuals to develop recreation/leisure activities; plans, organizes, and implements activities to facilitate an individual’s integration/inclusion into the community; works with interdisciplinary team to assess and establish goals reflective of the individual’s needs.

Travel to other locations, e.g., Community, Developmental Services homes, is required. Programming offered virtually and in person.

WAYS YOU CAN CONTRIBUTE

- **Recreation Therapy Facilitation** - Direct facilitation of recreation therapy programming, participation in ongoing recreation therapy program planning and development for multiple diverse groups/individuals, and support individuals in accessing recreation activities and overall plan of care
- **Community Outings/Outreach** - Provide supports for individuals so they can actively participate in community activities in a safe manner, provide direct recreation therapy programming or access to recreation therapy for individuals in the community, collaborate with community partners and referral sources to increase community access to recreation therapy programming, maintain positive relationships with participant's families, community and referral sources, and represent Springboard at multiple outreach events as directed.
- **Administrative Duties** - Comply with requirements of the agency, the funders and the law in regards to: handling/recording of financial transactions (including participants); handling and safekeeping of confidential information; accurate documentation and compilation of internal and external reports, statistical data, correspondence; and receiving/distribution of correspondence; food preparation and services as required
- **Conflict Management** - Manage challenging behaviors in a residential, community or classroom setting.
- **Health and Safety** - Foster a safe and healthy work environment for the participants, program settings and the staff as per policies, procedures and the law.

WHO YOU ARE

- Post-secondary diploma / degree in the Recreation/Therapeutic Recreation field
- Strong knowledge in computer applications, i.e., MS Work, Excel, PowerPoint, Outlook
- Valid First Aid and Safe Management certifications
- Minimum two (2) years of recent work related experience in the following areas:
 - experience in recreation therapy, conflict management, recreation program planning, community recreation, providing individualized support, and supervising community/recreational outings
 - Recreation group facilitation with a minimum of 7 clients in a virtual, class and community setting
 - Use of computer such as MS Suite and multimedia teaching tools
 - Counselling, teaching, conflict resolution, individual facilitation, and assessment
- Proven group facilitation skills to lead individuals in regards to recreational programming within a classroom setting and, in the community,
- Assessment skills required for both the delivery of service to participants and daily operational/programming issues, including determination of suitability and risk
- Program planning skills to implement, evaluate and modify new and existing recreation programs, as needed.
- Effective crisis intervention skills to diffuse confrontational situations between participants and/or support persons. Ability to work well under pressure to ensure minimal interruption in service delivery
- Written communication skills in English, to communicate ideas, instructions and information in a clear, concise manner - adjust to the receivers needs for various levels of communication
- Verbal skills, in English to communicate ideas, instructions and information in a clear concise manner. Ability to adjust to the receivers needs of various levels of communication

Preferred Qualifications:

Working knowledge of the Developmental, Social Services systems

Knowledge of community resources, both internal and external

Ability to speak French is an asset

APPLY

Thank you for your interest in working with Springboard.

Completion of satisfactory, professional references, background checks, and proof of education are requirements of employment.

The Deadline for Applications is January 29, 2024 at 4:00 pm. Please submit your cover letter and resume in a single document. You must also include the vacancy number in the subject line of your email when applying to careers@springboardservices.ca.

Resumes received after the application deadline will be considered at the discretion of the hiring supervisor. **No phone calls please. Only those selected for an interview will be contacted.**

We value the unique skills and experiences each individual brings to the organization and we are committed to creating and maintaining an inclusive and accessible environment for everyone. Applications are encouraged from those who reflect the diversity of our community and we will work with you to provide a positive recruitment experience. Please let us know if you require accommodation during the recruitment and selection process.