

Heritage Nursing Home
BEHAVIOURAL SUPPORT MANAGER JOB POSTING

October 10th 2024

POSITION TITLE: BEHAVIOURAL SUPPORT LEAD - FULL-TIME POSITION

POSITION SUMMARY: The Behavioural Support Long Term Care (LTC) Lead will serve as an in-house expert on identification and management of responsive behaviors. This dedicated Lead will function in a specialty role providing clinical interventions to older adults presenting with or at risk for responsive behaviours that may be associated with dementia, complex mental health, substance use and/or other neurological conditions. The Lead will work in collaboration with the Behaviour Support Resource Team, Psychogeriatric Resource Consultants Geriatric Mental Health Outreach Team, Long Term Care Behaviour Support Outreach Team, hospitals, CCAC, primary care providers, and other providers and professionals. The Lead may also provide expert assistance to neighbouring LTCHs.

KEY RESPONSIBILITIES:

- Provide comprehensive, quality client/family centered health care services and act as behavioural expert and resources
- Collaborate with Psychogeriatric Resource consultants and mobile behaviour support resources in the development/refresh of the home's Behaviour Support Resource Team (BSRT)
- Provide leadership and support to the home's BSRT
- Coach staff in the use of frameworks such as PIECES and UFIRST to assess responsive behaviours, identify triggers and develop behaviour management strategies and approaches to residents and families requiring behavioural support
- Maintain a short-term active caseload of older adults presenting with or at risk for responsive behaviours that may be associated with dementia, complex mental health, substance use and/or other neurological conditions
- Collaborate with and provide guidance to BRST to complete comprehensive bio-psychosocial geriatric assessments, develop interventions, follow-up and discharge planning
- Provide coaching to the home staff on the implementation of behaviour management plans and guide appropriate planned transitions
- Aid in the transition of long-term care residents with responsive behaviours (new or existing) from community, hospital and neighbouring long-term care homes (LTCHs).
- Collaborate and communicate with BSRT members, Geriatric Mental Health Outreach Team, Psychogeriatric Resource Consultant, Long Term Care Behaviour Support Outreach Team, hospitals, CCAC, primary care and other health care professionals to provide wrap around care
- Arrange and chair regular Behaviour Rounds that enable front line staff to discuss care plans with internal and external resources
- Identify the need for additional consultation and/or referrals to external services or specialties and coordinate referrals
- Assist in the implementation and sustainability of behavior management plans and recommendations of external resources by providing coaching to staff
- Assist staff and ensure that all findings and interventions are documented in a clear and concise manner in the resident's clinical record.
- Document statistics and indicators as part of BSSP and submit quarterly reports
- Advocate for and, protect the individual rights of residents

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- Raise resident-specific challenges/barriers to DOC, as a means of identifying systemic issues where broader consultations may be required
- Maintain a current knowledge of Alzheimer's disease and related dementias, mental health and addictions and neurological conditions. Upgrade skills as required
- Proactively identify training and education needs for the home and coordination with the PRCs to deliver capacity building supports.
- Contribute to BSRT Lead community of practice

QUALIFICATIONS:

- **Current registration with the appropriate College**
- Current CPR/First Aid certification
- Training, or the ability to obtain training in, P.I.E.C.E.S., Gentle Persuasive Approach (GPA), U-First!, Montessori, etc.
- Canadian certificate in Dementia Care **considered an asset**
- Minimum six (6) months experience with residents in long-term care or residents in a long-term care home setting
- Demonstrated knowledge and skill working with older adults presenting with or at risk for responsive behaviours that may be associated with dementia, complex mental health, substance use and/or other neurological conditions
- Demonstrated ability to coach and mentor others
- Demonstrated ability to take professional accountability for leading, organizing, providing and delegating activities for residents and families
- Experience with quality improvement methods and processes an asset
- Basic computer skills – Microsoft Word, Excel and online learning utilities including ability to use electronic communication devices preferred
- Proficiency in a second language is preferred
- **Ability to work flexible hours is a must**

To apply: Submit your resume with a cover letter by fax at (416) 461-5472 or email Marie Volcy at: mvolcy@heritagenursinghome.com

Application deadline: October 31, 2024