

Job Description

Resident Care Aide

Licensed Care

At OPAL, we are redefining retirement and aging. Our vision is to develop and manage vibrant, inclusive retirement communities for people of all ages to live in.

We are a boutique retirement community on Vancouver's west side, offering you refined amenities and services that are designed with the highest standards in mind. Our homes suit a complete continuum of lifestyles, from active, independent living to Licensed Care.

YOUR ROLE

We are looking for dynamic, motivating people who are genuine and passionate about delivering service excellence and driven to make a meaningful difference in the day to day lives of our residents.

Under the direction of the supervision of nurses and the Director of Care or designate, the Resident Care Aide assists 32 residents with all activities of daily living, including the physical, social, emotional, intellectual, spiritual and cultural needs/interests of residents, in accordance with the established policies and procedures of OPAL.

YOUR ACCOUNTABILITIES

Resident Care & Assistance

- Encourage residents to participate in their personal care, fostering independence and improving their care and assistance needs.
- Assist residents with daily living activities, including feeding, distributing meal trays, serving and collecting dishes, and ensuring adequate nutrition according to individual care plans.
- Monitor and record changes in residents' appetites and food preferences.
- Support residents with lifting, transferring, portering, and ambulation using proper equipment and techniques as outlined in their care plans.
- Report any required changes to a resident's care plan to the nursing team.
- Perform and document routine nursing procedures under the direction of the on-duty nurse.

Social & Recreational Support

- Encourage and assist residents in participating in social and recreational activities of their choice.
- Support residents during admissions, discharges, and transfers.

Observation & Reporting

- Monitor, report, and document changes in residents' functional and cognitive behaviors to designated nursing staff.
- Report all hazards, incidents, near misses, workplace injuries, and faulty equipment to the immediate manager or nursing staff in writing.

Administrative & Clerical Duties

- Answer phones and manage paging systems.
- Request supplies and maintain record sheets.
- Complete documentation on Point of Care (POC) systems.

Training & Development

- Participate in in-services, staff development programs, and committees as needed.
- Attend conferences and provide insights.
- Participate in performance reviews and provide constructive feedback.

Safety & Emergency Procedures

- Demonstrate knowledge of fire and emergency procedures for the Licensed Care unit and participate in drills.
- Ensure resident and staff safety by reporting concerns to the nurse.

Other Responsibilities

- Perform other related duties as assigned by the Nurse, Business Office Manager (BOM), or Director of Care (DOC).

YOUR CAPABILITIES

Education:

- High school diploma
- Graduated from a recognized Resident Care Aide/Nursing program includes a Dementia Care component or has completed a recognized Dementia Care program
- Registered and in Good Standing with the BC Care Aide Registry
- First Aid and CPR “A” certification
- FoodSafe Level 1

Experience:

- Minimum of 1 year related experience preferred

Skills:

- Excellent written and oral communication in English
- Meets the physical requirement for the role

YOUR WORK ENVIRONMENT

Work hours:

- Full-time (Day, Evening, Night), Part-time.
- Casual shifts are also available for those individuals able to work flexible hours.

YOUR REPORTING RELATIONSHIPS

Job Title of Immediate Manager: Nurse or Direct Nursing Supervisor

Job Title of Next Level Manager: Director of Care