

Job Posting

#26.26 Seniors Social Inclusion Support Worker

Please See Below for Shift Details

This posting is open to all qualified applicants.

Our Place Society (OPS) is an organization founded on inclusive and progressive Christian values and principles. We are driven by our values: hope and belonging, teamwork, unconditional love and safety. We work as a team to create a nurturing atmosphere of home and family, where all are welcome. **A team approach is critical to living out our mission and values and directing our work.**

Position Overview:

Reporting to the Community Center Site Supervisor, the Seniors Social Inclusion Support Worker will support, through social inclusion programming, the senior population of OPS. The Seniors Social Inclusion Support Worker will implement a variety of programming for seniors, including but not limited to group outings, one-on-one support sessions, educational opportunities, and light exercise. In addition to programming, the Seniors Social Inclusion Support Worker will complete needs assessments, environmental scans, assess individual needs and make referrals to appropriate OPS or community supports/resources. As part of the Community Centre Support department the Seniors Social Inclusion Support Worker will be an integrated part of the Our Place Community Centre.

Duties and Responsibilities:

Programming:

- Continue with existing programming and help develop new programming with the Community Centre Site Supervisor with input from seniors.
- Work in collaboration with Our Place Community Centre and Housing & Shelter staff.
- Support Seniors Inclusion Programming Steering Committee.
- Reporting and appropriate file keeping.
- Communicate with the Community Centre team to work alongside them to de-escalate and resolve situations. Call for assistance when appropriate.
- Follows all health and safety policies and procedures.

Needs Assessment / Environmental Scan:

- Consulting with the Steering Committee, Seniors, OPS staff/volunteers, and other service providers, assess and evaluate current seniors programming and supports.

Individual Support:

- In a supportive role, meet one-on-one with seniors to identify needs, refer to resources, and provide general support and a listening ear.
- Oversee and coordinate hospital visits with program participants.
- Report all incidents, observations, and unsafe conditions through the proper procedures.
- Assists in the provision of Community Centre services as part of the Community Centre team, with a focus on seniors.
- Plans and conducts, when appropriate, basic individual support sessions using techniques such as active listening, conflict resolution, basic psycho-educational methods to resolve identified problems, needs and risks.
- Acts as an advocate on behalf of seniors, working for rightful justice and fair treatment.
- Develops and implements short-term, issue specific support plans within the program guidelines in consultation with the Community Center Site Supervisor.
- Refer seniors and support them in accessing appropriate resources within OPS and the greater community.

Skills and Abilities:

- Some knowledge of local community resources for seniors.
- Knowledge of current social issues related to seniors and the barriers they face.
- Good problem-solving and decision-making skills.
- Effective and trauma-informed de-escalation skills.
- Exemplary interpersonal skills must display tact and diplomacy and be socially sensitive.
- Demonstrated ability to work with challenging behavior and stressful situations.
- Ability to work independently and show initiative and creativity.
- Ability to collaborate in a positive manner with individuals and community contacts.
- Ability to interact with people of all cultural backgrounds
- Effective boundary-setting skills.
- Excellent written and oral communication skills.
- Good computer skills.

Qualifications:**Education and knowledge:**

- Diploma in a related human, social services field.
- Current First Aid Certification.

Training and Experience:

- A minimum of one (1) year recent related experience.
OR an equivalent combination of education, training and experience.



Hope and Belonging

Working Conditions

Shifts: Full time, 37.5 hours per week, Monday to Friday, 10am to 6pm

Compensation: \$31.56 to \$33.49 per hour

Benefits: Vacation is accrued at a rate of 6% or in accordance with your length of service as per the collective agreement (Article 18.1). Eligible for a 100% employer paid comprehensive benefits plan, including health and dental coverage, after completion of probationary period.

This position requires union membership.

How to Apply:

Eligible candidates are invited to submit a covering letter with their resume detailing their related background, experience, and qualifications by 3pm on Thursday, April 23, 2026, to careers@ourplacesociety.com or to Our Place Society, Attention Ryan Brost, HR Manager, 1027 Pandora Ave, Victoria, B.C. V8V 3P6. Please quote "File #26.26 – Seniors Social Inclusion Support Worker" in the subject line.

Please note: All applications must have a cover letter to be considered.

We appreciate your time and interest in the position. However, due to the volume of applications, only shortlisted candidates will be contacted.

Our Place Society is an equal opportunity employer. We value the diversity of the communities we serve and are committed to engaging and developing a diverse and inclusive workforce. Our Place Society welcomes applications from First Nation, Inuit, Métis, New Canadian, differently-abled, and LGBTQ2S communities.