

Personal Support Worker

Department: Health Services – Home & Community Care

Posting Date: July 11, 2025

Location: Nipissing First Nation, ON

Schedule: Varies as determined by HCC Manager

Full-time – Minimum of 35 hours per week, evenings, weekends as needed

Part-time - Minimum of 21 hours week, evenings, weekends as needed

Job type: (1) Permanent – Full Time, (1) Part-time, Contract

Vacancies: 2

New or Existing Position: Existing

Reports To: Manager, Home & Community Care

Salary Range: \$ 26.54/hour - \$35.02/hour

As a Home and Community Care Personal Support Worker (HCC PSW), you will support clients in their homes with day-to-day personal care and health maintenance, following individualized care plans developed under the supervision of a Registered Nurse (RN) or Registered Practical Nurse (RPN).

What you'll do in the role

- Assist with personal hygiene and daily living tasks such as bathing, grooming, dressing, oral hygiene, toileting, and continence care
- Provide safe mobility assistance, positioning, and transfers using proper body mechanics and equipment (e.g., mechanical lifts, mobility aids)
- Deliver medication reminders and record vital signs such as temperature, blood pressure, and pulse in accordance with care plans
- Support meal planning, preparation, and feeding, ensuring dietary needs and cultural preferences are met
- Perform light housekeeping duties including laundry, vacuuming, changing linens, dishwashing, and maintaining a clean, safe environment
- Offer compassionate palliative care and emotional support to clients and their families
- Foster a trusting, respectful relationship with clients that promotes autonomy, dignity, and cultural safety
- Accompany clients to medical and non-medical appointments or outings as scheduled
- Monitor and report changes in client health, behaviour, or home environment in a timely and professional manner
- Maintain clear, accurate, and confidential client documentation in accordance with policies
- Participate in ongoing training, monthly team meetings, and professional development activities
- Adapt to daily schedule changes and travel throughout the Nipissing First Nation territory

Personal Support Worker

- Follow all safety protocols, infection prevention measures, and use of personal protective equipment (PPE)
- Act as a positive representative of Nipissing First Nation and support overall wellness goals in the community

Just a few reasons to join Nipissing First Nation

- Opportunity to work with a dynamic team with career growth across multiple departments.
- Nipissing First Nation prides itself in providing its employees with job security, competitive wages, and a safe working environment.
- On-the-job training to support your success in the role.
- Casual dress
- A defined contribution pension plan
- Comprehensive Health Plan including Medical, Vision, Life and Disability insurance.
- Better than average vacation and leave packages.

What you bring to the table

- Respect for indigenous culture and willingness to learn Ojibwe.
- Must have a Personal Support Worker Certificate
- Must have or willing to obtain current certifications in:
 - First Aid/CPR with AED
 - WHMIS
 - Safe Body Mechanics
 - Food Safe Level 1
- Must have a valid G driver's license and reliable vehicle for local travel
- Must have a minimum of 1 year of relevant experience in a community or home care setting
- Demonstrated ability to build trusting relationships with clients, caregivers, and health professionals
- Strong time management, flexibility, and organizational skills
- Ability to respond calmly and professionally to difficult or changing situations
- Commitment to upholding confidentiality and professional boundaries at all times
- Excellent verbal and written communication skills
- Ability to work independently while contributing to a collaborative team environment
- Ability to work flexible hours including evenings, weekends, and holidays



EMPLOYMENT OPPORTUNITY

Personal Support Worker

APPLICATION DEADLINES:

Nipissing First Nation adheres to the following process for our recruitment practices.

Closing July 25, 2025 - 1st Round

- Opportunities are open to all registered Nipissing First Nation members. Please advise your status in your application
- Applicants who are considered Round 2 or Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Two

Closing August 1, 2025 - 2nd Round

- Opportunities are open to spouses and children of registered Nipissing First Nation members and registered members of other First Nations. Please advise your status in your application
- Applicants who are considered Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Three

Closing August 8, 2025 - 3rd Round

- Opportunities are open to all applicants (status and non-status)
- The posting will be open until filled.

*If you are excited by this opportunity and want to be a part of Nipissing First Nation, please **apply online by emailing your cover letter and resume to resumes@nfn.ca no later than 4:30pm** on the application deadline noted above.*

Are you a member of NFN? If so, please read below:

- ✓ Nipissing First Nation supports the training and growth of their members and strongly encourages their members to apply to positions.
- ✓ Work experience and training opportunities are taken into consideration when screening applications.
- ✓ Nipissing First Nation members are encouraged to apply to all rounds of employment postings.
- ✓ As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.

Miigwech to all applicants for their interest; however, only those selected for an interview will be contacted.