

### **Team Manager – Term Position –December 1, 2014 – December 1, 2015**

**posAbilities** is a large not-for-profit social service organization that provides a full spectrum of community-based services for individuals with developmental disabilities. Our services include full residential and day supports to children and adults, semi-independent supports to adults, and behaviour consultation to families who have children with autism and other disorders. We are a progressive agency and are strongly committed to full community inclusion of those who live with disabilities.

We welcome applicants with extensive experience in Community Health or Community Support and Community services.

The Team Manager is responsible for the overall management of up to 6 residential and community inclusion programs in the Vancouver Lower Mainland. Under the direction and guidance of the Program Director, the Team Manager supervises and leads a team of Team Leaders, Senior Support workers and Support Workers. A Team Manager is expected to work collaboratively as a team member to achieve strategic organizational objectives. This is a management position and will be overseeing the administration of the collective agreement as part of the duties in this role.

#### **Responsibilities**

- Human Resources related activities for the team
- Monitoring and ensuring compliance with accreditation standards
- Facilitate monitoring the development and proper implementation of service plans for persons supported
- Liaising with Social Workers, Team Leaders, Funders, Facilitators Analysts, Licensing Officers and other professional stakeholders
- Ensuring that programs operate within allocated budgets
- Development and review of risk assessments and other related risk, health and safety processes
- Ensuring that all services provided meet the expectations and requirements of the agency's contractual obligations

#### **Qualifications**

- An undergraduate degree in social work, psychology or other related discipline
- Three to five years progressively more responsible program supervision
- Experience delivering services to people with challenges
- Class 5 drivers license - clean driving record and reliable vehicle with business insurance
- Ability to manage and enable staff teams in a unionized environment
- Ability to manage and implement positive behavior supports
- Excellent oral, written, facilitation and interpersonal skills
- Well developed planning, organizing and administrative skills
- Experience managing and supervising in a unionized work environment

This term Position is expected to start December 1, 2014 and complete in December 2015. We offer a competitive salary with an excellent Health and benefits package. We also offer an opportunity to work with a great team, to bring your ideas and energy to this role and join us in strategizing sessions.

Please submit a resume, and complete an application online at

<http://www.posabilities.ca/careers/current-job-openings> if you are interested in finding out more about this opportunity!