



Embracing the health and hearts of the community

OPSEU JOB POSTING – EWGOPSEU 2026-09-09

Posting: Recreation Therapist	Employee Group: Programs Reporting to: Director of Recreation Therapy
Posting Period: September 9 - September 16, 2026	Position Status: Casual Position to commence immediately.

Core Competencies:

Interpersonal communication, collaborative skills, critical thinking, leadership skills

Position Summary:

Working collaboratively as part of the interdisciplinary team you will facilitate and promote well-being & a healthy lifestyle for seniors living in a care setting by addressing their social, intellectual, spiritual, emotional, physical and environmental needs through assessment, program development, facilitation and evaluative approaches. This will be accomplished by conducting assessments, developing individual recreation plans, completing resident documentation, development of program goals and objectives and evaluating a variety of individual and group recreation programs. You will provide supervision to students and volunteers and will follow the EWG's Recreation Therapy philosophy of care which includes DementiAbility practices and Gentle Persuasive Approaches.

Vacancy Status:

This posting is for two (2) current casual vacancies.

Hourly Wage:

\$25.41

Qualifications

EDUCATION:

- Community College Diploma in Recreation Therapy (or actively taking the program), plus successful completion of DementiAbility education by a certified DementiAbility educator
 - If the candidate of choice does not have this education, you will be expected to successfully complete it and provide proof of successful completion within 1 year of start date (unless you are already a staff of Edgewater Gardens)
- Special consideration will be given to applicants with the following:
 - DementiAbility Certificate
 - Gentle Persuasive Approach
 - Canadian Centre for Activity and Aging SFCI or Tiered Exercise Program Cert.
 - Specialized training in Restorative Care practices, Palliative Care, Behavioural management and complex care are additional assets

EXPERIENCE:

- Special consideration will be given to applicants with:
 - Prior experience in Long-Term Care
 - Experience in restorative practices / therapeutics

KNOWLEDGE & SKILLS:

- Good understanding of administrative processes
- Solid skills relative to area of responsibility in therapeutic recreation approaches; knowledge of counselling skills and processes is an asset

- Demonstrated ability to work independently with complex tasks requiring minimal supervision
- Valid Ontario Driver's License and access to a reliable vehicle
- Excellent verbal and written communication skills with the ability to report, explain, provide clarification, and persuade to gain approval
- Demonstrated initiative, and ability to make decisions involving routine tasks, within established procedures
- demonstrated ability to exercise significant discretion and sensitivity involving regular work with confidential information
- Demonstrated analytical and problem-solving skills involving occasional ingenuity, and refinement of procedures when necessary
- Proven ability to make responsible purchases
- Demonstrated capability to act as a leader within a functional area, including providing advice and training
- Organizational skills with considerable attention to detail to avoid errors and ability to meet deadlines
- Excellent interpersonal skills including the ability to work effectively in a team environment and guide interdisciplinary team-based discussions to increase teamwork, communication and respect

TECHNOLOGY APTITUDE:

- Demonstrated advanced skills to utilize various technological devices and programs while adhering to cybersecurity and social media policies (computer, iPads, SMART board, projector and sound systems)
- Intermediate knowledge of MS Office (Word, Excel, Outlook, PPT & Publisher), and Point Click Care and Activity Pro documentation software

RESPONSIBILITIES:

The incumbent is expected to, but not limited to:

Corporate

- Adhere to Edgewater Gardens Recreation Therapy philosophy of care based on DementiAbility practices
- Adhere to the Resident's Bill of Rights and ensure that it is respected
- Adhere to MOLTC & Ministry of Labour guidelines/legislation/regulations and directives
- Utilize good customer service approaches
- Support a workplace that embraces diversity, teamwork and complies with all applicable regulatory and legislative requirements

People

- Must be capable of establishing positive interpersonal relationships and able to work as an effective team member
- Communicate effectively with all members of the interdisciplinary team and community partners. Report to the Director of Recreation Therapy pertinent concerns and formulate, implement, evaluate and modify various individual and group therapeutic modalities which meet the restorative, social, emotional, intellectual, spiritual and physical needs of residents with responsive behaviours and health challenges
- Provide leadership, mentorship and guidance to students and volunteers in their interactions with residents, while fostering constructive employee relations with all staff
- Attend meetings and care conferences weekly with family, the care team and leadership

Finances

- Responsible for minor money handling, invoices and purchases for the department and in some cases residents

Functional

Program Operation

- Assess, plan, implement and evaluate a personalized approach to service delivery within the guidelines of the Therapeutic Recreation Service Delivery Model in accordance with TRO Standards of Practice

- Complete resident admission assessments and care plans, quarterly assessments, annual assessments and as required
- Attendance documentation is completed daily
- Support activities of the Residents Council, home committees, volunteers and students as required
- Coordinate work with team to ensure residents are provided with opportunities to participate in social, recreational, pastoral care, community activities
- Staging resident spaces with items for meaningful engagement and ensuring residents are not left without providing any type of engagement
- Collaborate with, plan and implement community involvement events for Residents and Families both within and outside of Edgewater Gardens

Following Policy & Procedures

- Attend departmental, in-home and out of home meetings as required
- Participates in and demonstrates an understanding of resident safety principles and practices into day to day activities
- Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to resident/staff safety
- Complete documentation as regulated by the MOLTC and Edgewater Gardens
- Demonstrate commitment to HWMH and EWG's code of conduct

The duties listed above are intended as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position of the work is similar, related or a logical assignment to the job

POSITION REQUIREMENTS:

A CURRENT (within the past 6 months) Police Check

2-Step TB test – Negative & specified immunization records as per IPAC requirements

WORKING CONDITONS:

- Regular Business Hours: Every other weekend short shifts
- Evenings 4pm – 8pm
- Occasional full shifts Days or Evenings
- Holidays

At Haldimand War Memorial Hospital and Edgewater Gardens, we are an equal opportunity employer committed to fostering a welcoming and inclusive workplace that values equity, diversity and belonging. We welcome and encourage applications from people of all backgrounds, identities and lived experiences. We are committed to providing a barrier-free, inclusive and accessible work environment in compliance with the Accessibility for Ontarians with Disabilities Act. If you require accommodation during any stage of the hiring process, please contact Human Resources at hr@hwmh.ca. We will work with you to meet your needs.

Instructions to Applicants:

Please forward your resume and letter of application to Human Resources (hr@hwmh.ca) by September 16, 2026 at 1500 hours. Please note the job posting number you are applying for.