



THE CORPORATION OF NORFOLK COUNTY – JOB POSTING

Posting #: SEIU 6.25 Repost

Position: Recreation Therapist

Status: Permanent Part Time

Employee Group: SEIU 1 Canada

Wage: \$26.479 - \$28.688 per hour (2024 rate) (\$1 less per hr for probationary period)

Division: Health and Social Services

Department: Norview Lodge

Reports To: Supervisor, Programs and Volunteer Services

Location: Norview Lodge, Simcoe

Posting Period: June 27, 2025 – July 11, 2025

How to Apply:

Follow the link below for the application process via Google Chrome or Microsoft Edge:

<https://apply.workable.com/j/E72D99AABE>

- Ensure the file extension for your resume document is .doc, .docx or .pdf
- If you are electing to include a cover letter, the cover letter and resume must be uploaded as 1 file.

Find out more information about Norfolk County here: [Employment at Norfolk County - NorfolkCounty.ca](https://www.norfolkcountycanada.ca/employment)



Scope of Position:

Under the supervision and direction of the Supervisor, Programs and Volunteer Services and as a member of the multidisciplinary team, to assess, plan, organize, implement and evaluate all activation programming using a Resident Centered model to enhance the Residents quality of life.

Knowledge and Experience:

- Grade 12 graduation, plus post-secondary diploma or degree in recreation and leisure studies, therapeutic recreation, kinesiology or related field.
- Over 3 months relevant experience working as a recreation therapist, preferably in LTC or other health care setting, experience within student placement practicums would be considered.
- Possess and maintain a current Food Handlers certificate.
- Current valid Ontario class F driver's license or ability to obtain and have access to a reliable vehicle including the ability to provide a drivers abstract when requested during the recruitment process
- Volunteer management and / or experience would be an asset to this position.
- Point Click Care experience an asset.
- Certification in Activation Techniques in Gerontology would be an asset

Skills and Abilities:

- Resident and Customer focus
- Proven understanding of elders and adults with physical and cognitive disabilities
- Proven planning, organizational, interpersonal and leadership skills
- Empathy and compassion required
- General knowledge of medical terminology
- Good communication skills (both oral and written), public speaking ability an asset
- The ability to work as a team member

- Proven creative skills and ability to teach with enthusiasm, patience and understanding
- Demonstrated written and verbal communication skills as well as excellent documentation skills.
- Ability to interact with residents, families, volunteers, and staff and intervene utilizing diplomatic skills.
- General knowledge of assistive devices, therapy and recreational equipment
- Computer expertise in corporate standard software (Microsoft Office) and department specific software to data search and entry and to create and modify word processed documents
- Must be aware of safe work practices as they relate to job responsibilities and work environment, and have the basic understanding of the Occupational Health and Safety Act

Position Description:

- To assess individual needs, program planning (equipment, supplies, materials, volunteers, schedules), implementation and evaluation including special events.
- To implement current therapeutic treatment / techniques as ordered by a designated professional.
- To conduct research into activation programs, i.e. materials, ideas, resources, as well as innovations being applied elsewhere as appropriate.
- To assess the Therapeutic (recreation / social) needs of Residents by consulting with the health care team/Therapists and adapting programs as required to suit the needs of each individual Resident.
- To participate in fundraising initiatives to support departmental operations.
- To participate in the recruitment of volunteers and provide training, leadership and guidance to them.
- To purchase program department supplies as needed to facilitate programming.
- To maintain a high level of personal contact with Residents and their

families; encouraging family involvement where possible.

- To participate as a team member in providing Resident centered care and service.
- To undertake all duties and responsibilities in compliance with Health and Safety standards, guidelines and legislation.
- Participate in annual mandatory education as per MOHLTC regulations as well as in-service educational opportunities.
- Maintain awareness (at all times) of emergency procedures; participate in drills and associated educational opportunities.
- To be aware of and comply with all Corporate and facility policies and procedures.
- Confidentiality is of extreme importance and must always be maintained.

The Corporation of Norfolk County is an equal opportunity employer. Accessibility accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.

Successful applicants are required to provide the Employer with a current Criminal Record Check, including a Vulnerable Sector where required and verification of education.

Thank you for your interest in this position. Only those to be interviewed will be contacted.