

BSO Therapeutic Recreation Clinician

JOB POSTING

Position Title:	BSO Therapeutic Recreation Clinician	Employee Group:	Permanent Full-Time
Department:	HCH Administration – Faith Manor	Classification:	Non-Union
Posting #:	ADM BSO TRC PERM FT 2026-09	Salary Range:	\$64,000 - \$75,000 per annum
Application Deadline:	July 24 th 2026	Hours/Pay:	75 hours
Application Details:	Submit Resume and Cover Letter to	Hours:	Monday to Friday
Start Date:	HR		08:00AM to 4:00PM (Remote work required with travels)
Program Service:	ASAP		
	Faith Manor Long Term Care Home		

Under the BSO Provincial Framework of Care and Core Competencies, the leadership position will deliver meaningful, creative resident centred care. Utilizing a Knowledge of Practice framework, the BSO Therapeutic Recreation Clinician (TRC) will collaborate with all other TRCs and BSO providers across the Central West region to deliver a clinical consultative program model. Responsible for planning, organizing and facilitation of a local Long-Term Care Home therapeutic recreation program supporting the broader Central West Behavioural Support Ontario (BSO) Network, the position will optimize engagement of residents and families' experience including oversight and supervision. They will design interventions utilizing best practices in recreational approaches to care, which meet the physical, psychological, social, emotional and spiritual needs of the residents in Long Term Care.

As a valued member of the team, the BSO Therapeutic Recreation Clinician demonstrates a commitment to resident centred care and safety by providing quality care in accordance with the organization's mission, vision and values.

• ***This is a replacement position***

Reports to the Administrator of Faith Manor.

Specific Responsibilities include:

- Works collaboratively to develop a standardized referral process for the BSO Therapeutic Recreation Program.
- Prioritizes consultations locally and provides outreach to supporting LTCH Clinicians including the supporting government ministries and extended community providers.
- Works in collaboration with the BSO Network and supporting LTCH Clinicians including the supporting government ministries and extended community providers
- Provides and assesses for recreation therapy activities including special events, in accordance with established policy, physician's orders, the resident plan of care and within the scope of practice;
- Develops, delivers and evaluates recreational programs
- Develops and sustains a plan of care to meet residents' assessed needs based on individual strengths, needs and interest of residents to establish importance and direction of Therapeutic Recreation intervention;
- Responsible for maintaining timely, accurate and complete records of care delivered, documentation, program development, program delivery as per the College of Therapeutic Recreation of Ontario
- Develops unique individual and group activity programs to engage residents demonstrating responsive behaviours within the BSO population.
- Supports and includes diverse populations

- Identifies appropriate therapeutic recreation goals and interventions in the plan of care identified residents; i.e. P.I.E.C.E.S. Canada
- Maintains and updates records of initial assessments, life history assessments and programs recommendation for each residents and reviews and updates on a regular basis with interdisciplinary team to ensure seamless communication across supporting therapeutic recreation programs.
- Demonstrates systematic analysis of the components that comprise therapeutic recreation services within the facility and community through research and reflective practice;
- Utilizes standardized tools in the areas of assessment, implementation and evaluation of residents and programing
- Supports in the development, implementation and evaluation of quality improvement programs;
- Communicates and promotes the activities of the department to residents, team members, families, volunteers and the community to encourage collaborative participation in programs;
- Follows all corporate policies and procedures; contributes to the development of site specific recreation therapy policies as indicated;
- Maintains a clean, safe environment for residents utilizing infection control principles;
- Leads, facilitates and participates in local in-service programs, seminars, resident care conferences and workshops.
- Mandatory participation in BSO Network functions
- Submits BSO indicators to the Central West Ontario Health atHome BSO Director quarterly and/or at identified intervals
- Performs other delegated duties as assigned.

Qualifications:

- A Degree in Therapeutic Recreation (TR), or allied degree and post graduate certificate in Therapeutic Recreation, or allied degree and a Therapeutic Recreation diploma, or Therapeutic Recreation Diploma, or allied diploma and post graduate certificate in Therapeutic Recreation
- A registered Recreation Therapist (R/TRO or R/TRO DIP) and/or Certified Therapeutic Recreation Specialist (CTRS)
- Meet definition under InterRAI LTCF guidelines/ AIS testing is essential
- Montessori –DementiAbility certification strongly recommended
- PIECES Canada registration-recommended
- GPA (Gentle Persuasive Approach); Mental Health First Aid; Crisis training are an asset
- Other recreation modalities i.e. art therapy, music therapy and drumming would be considered an asset
- Minimum of 3 years' related working experience
- Experience working with external partners and stakeholders, particularly in Ontario's health care system, would be considered an asset
- Ability to safeguard confidential information in a responsible manner
- Knowledge of relevant legislation governing health activities and Long Term Care in Ontario, Occupational Health and Safety Act.
- Demonstrated commitment to excellent customer service.
- Excellent communication and demonstrated teamwork skills;
- Demonstrate a commitment to personal and professional growth and development and including and ability to motivate, problem solve and facilitate individuals.
- Willing to travel with various locations in Central West Ontario Health atHome catchment area.

Requirements:

- A valid Canadian driver's license, a minimum \$1,000,000 third party liability insurance and proof that insurance covers use of personal vehicle for travelling
- A satisfactory Vulnerable Sector Screening
- TB Test

- Must be willing to work flexible hours to accommodate various duties and responsibilities.

Kindly be advised that our recruitment process does not involve the use of Artificial Intelligence.

Interested and qualified applicants should forward a resume and cover letter in Word or PDF format (as ONE document), indicating the Posting Number to Human Resources at jobs@hch.ca

Holland Christian Homes welcomes diversity in the workplace and encourages applications from all qualified individuals.

Holland Christian Homes is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation for disability during any stage of the recruitment process, please indicate this in your cover letter.

Applicants agree that by providing personal information in response to this posting, and otherwise in any recruitment process with the Company, such personal information may be retained and used by HCH for a period of one (1) year from the date of this application, for the purpose of consideration for employment opportunities which may arise during that time period, unless an Applicant notifies the Company to the contrary."

We thank all applicants for their interest in this position, however, only those individuals selected for an interview will be contacted. No phone calls please.

Disclaimer:

In keeping with Long Term Care reform, best practices, funding and direction this position may later require knowledge, skills, abilities and working conditions not noted here.