



Job Title: Developmental Support Worker (DSW) – Out of Home Care

Location: 2473 Lakeshore Rd. Brights Grove, ON

Job Type: Relief, OPSEU

Work Location: In person

Closing Date: June 14, 2026

About Huron House:

Huron House provides out-of-home care for youth aged 12–18 with complex mental health needs. We are committed to maintaining a safe, clean, and supportive environment for the youth in our care.

Position Overview:

Huron House supports youth through a trauma-informed, individualized, and collaborative care model focused on reducing barriers to treatment and strengthening each young person’s voice within their circle of care. The Developmental Support Worker (DSW) role is responsible for providing direct support, supervision, and skill-based coaching to youth in an out of home care setting during scheduled relief shifts, including days, evenings, overnights, weekends, and statutory holidays as required.

This position requires individuals who can remain composed in high stress environments, follow direction, and function effectively within a structured team-based care model. Experience supporting youth with complex mental health, developmental needs, and behavioural challenges is essential.

Key Responsibilities:

- Provide direct, consistent, and structured support to youth in care in alignment with individualized plans of care
- Ensure a safe, secure, and therapeutic environment at all times
- Maintain active supervision and situational awareness to reduce risk and promote stability
- Respond to crises using approved de-escalation and behavioural support strategies
- Ensure youth are protected from all forms of abuse, bullying, neglect, or mistreatment
- Follow all emergency procedures, risk protocols, and incident response standards
- Document all significant events, interventions, and observations in a clear, timely, and objective manner
- Support daily living skills, routines, and pro social engagement
- Collaborate effectively with full-time staff, leadership, and the broader care team
- Promote a calm, structured, and respectful milieu culture across shifts

Qualifications and Experience:

- Post secondary education in Developmental Services.
- In lieu of formal education, a minimum of 5 years experience in a residential or out-of-home care setting supporting youth with complex needs
- Strong understanding of trauma informed care, behavioural supports, and de-escalation approaches

- Experience working with youth experiencing mental health challenges, developmental disabilities, or behavioural complexity
- Ability to work independently while functioning within a team-based care environment
- Strong written and verbal communication skills with emphasis on objective documentation
- Ability to follow clinical direction and organizational protocols consistently
- Must be available for relief scheduling including overnights
- CPR and First Aid certification required or willingness to obtain prior to start
- Additional Requirements

Compensation & Benefits: \$21.58 per hour

- Includes 4% holiday/vacation pay applied to all hours worked
- No additional paid holidays or benefits
- Casual dress
- Discounted or free food
- On-site parking
- Flexible scheduling based on operational needs
- On-site fitness access

Inclusive Hiring:

Huron House is committed to creating a diverse and inclusive workplace. We welcome applications from all qualified candidates regardless of race, gender, age, sexual orientation, disability, or any other characteristic protected by law.

AI Screening:

We do not use automated AI screening tools in our hiring process. Every application is reviewed personally by our team to ensure fairness and equity.

Application Instructions:

Submit your resume and brief cover letter to mmcgill@hhbh.ca with the subject line: "Developmental Support Worker Position." Only those selected for an interview will be contacted.

Additional Notes:

- The successful applicants are required to have a passing Broad Record police check and a doctor's note stating you are free from communicable disease.
- Huron House reserves the right to modify or cancel this posting at any time