**Employment Opportunity**

**Shift Workers, Independence Apartments**

**Job ID 25-022eC**

**Company Overview:**

For over 75 years, enCompass has been rooted in community safety and this will continue to be our focus. We provide holistic services and wraparound supports that address the root causes of crime and social disorder. We do this through preventative and restorative activities including release planning, housing, safety planning, employment transition, education, substance recovery, cultural supports and more.

We are a values-driven organization that supports clients from a strength-based approach. If your values are aligned with our core values listed at: <https://myencompass.ca/about-us/who-we-are/>, please consider joining our team.

**Position Summary:**

Independence Apartments is a Community Based Residential Facility (CBRF) and a program of enCompass Community Safety Agency. Its’ primary focus is to assist adult males in making a successful transition from federal institutions to living a responsible community life. Halfway House Services provides community supervision of clients while at the same time, providing one-to-one support for their transition into the community.

**Responsibilities:**

* Completion of accurate written documentation
* Delivery of services in a client-centred, strength-based approach
* Interact with, observe, and document resident behaviour, progress or deterioration
* Maintain file and supervision standards set by enCompass and Correctional Services of Canada
* Liaison with Parole Officers, Edmonton City Police and various other treatment professionals
* Attend client case conferences, unit and agency meetings, and staff training
* Maintain a safe, secure and clean environment
* Care and control of the CBRF while on shift

**Qualifications / Skills:**

* Working towards a Degree or Diploma in the human services field with related experience
* Ability to understand the dynamics of offenders’ behaviours and assess their needs and risks
* The skills to counsel offenders, form effective relationships, and gain trust
* The skills to understand the use of authority in supervision and to intervene effectively in crisis

 situations

* The ability to assist offenders in identifying and solving the practical problems involved in their successful reintegration into the community
* Skills in communicating effectively, both verbally and in writing
* The ability to understand and work with cultural differences
* Experience working with diverse populations, including client with mental health issues
* Possess the skills to form professional relationships and gain trust
* Demonstrated ability to work well independently and in a team environment
* Experience contributing to a positive team environment
* Current Standard First Aid and CPR level C certificate
* CLEAR Criminal Record Check and Enhanced Reliability Screening will be required.
* A criminal record will not disqualify you from employment with enCompass; we evaluate each application for each position individually.

**Conditions of Employment:**

* The successful candidate must be able to work shift work (including holidays, weekends, evenings, and awake overnight shifts) and be available for a minimum of **six** shifts per month. The hours of work are 6:45am-3pm, 2:45pm-11pm and 10:45pm–7am shifts.
* The position requires frequent standing, walking up and down stairs, and occasional lifting.
* Must be available to complete seven training shifts within a four-week period (scheduled only between Monday - Friday).

**What we offer**

* The starting wage for this position is $20.80 per hour.
* Shift differential will be paid for hours worked between midnight and 6 am.
* enCompass strives to provide a meaningful work environment through the following:
* Strong focus on employee wellness and work-life balance
* Service recognition and employee awards
* Professional development opportunities
* Staff team building and appreciation days
* Part Time Health Spending Account (based on minimum number of hours)

**To apply, submit a résumé and cover letter in one PDF document by *May 23, 2025***

**Through** [***Shift Workers, Independence Apartments - Indeed.com***](https://tenfoldhr.sharepoint.com/sites/EdmontonJohnHowardSocietyEJHS/Shared%20Documents/General/Recruitment/1.%20Recruitments%20Open/25-022eC%20Shift%20Workers%2C%20Independence%20Apartments%20%28PT%29/Job%20Posting/25-022eC%20Shift%20Workers%2C%20Independent%20Apartments%20-%20Job%20Ad%20-%20Apr.%202025.docx)

Please include how you heard about the position in the cover letter. **Resumes without a cover letter will not be considered.**

Only those selected for interviews will be contacted

***Building Safe, Inclusive Communities.***

***enCompass is committed to achieving a diverse workforce and strongly encourages applications from people of Indigenous heritage, and people from culturally diverse backgrounds.***