

Benzie Senior Resources

Direct Care Worker/Home Health Aide

Reports to: Director of Home Health Services (RN)

FLSA status: Nonexempt

Employment Type: Full time (40 hours), Part time (20 hours), Monday – Friday, Evenings and Weekends Not Required

Position Summary

Benzie Senior Resources recognizes older adults in Benzie County as vital members of our community and deeply value their wisdom, experience and contributions.

We are seeking compassionate and caring professionals who want more than just a job; we hire individuals who want to make a difference in the lives of those in their care. When you join the BSR team, you'll be surrounded by individuals who are committed, person centered and dedicated to caring for our clients. Our supervision team is accessible and supportive, and training is provided to the right candidates.

Each team member actively models and reinforces Benzie Senior Resources' values of Relationship/Teamwork, Trustworthiness/Integrity, and Respect/Dignity in all interactions.

Setting: Private Home: Providing in-home care services to individuals who need assistance with daily living activities

Key Responsibilities:

Personal Care: Assisting with bathing, grooming, dressing, and toileting.

Mobility Assistance: Helping clients with walking, transferring, and using mobility devices like wheelchairs.

Monitoring Vital Signs

Meal Preparation: Preparing and serving meals, ensuring proper nutrition and dietary needs are met.

Housekeeping: Performing light housekeeping tasks to maintain a clean and safe living environment.

Transportation: Assisting with transportation to appointments and other activities.

Companionship: Providing emotional support, engaging in activities, and fostering social interaction.

Monitoring and Reporting: Observing and reporting any changes in clients' health or behavior to relevant healthcare professionals.

Documentation: Maintaining accurate records of daily activities and client information.

Essential Skills:

Empathy and Compassion: Direct Care Workers need to be caring and understanding to build trust and provide quality support.

Communication Skills: Effective communication is crucial for interacting with clients, families, and other healthcare professionals.

Patience and Flexibility: Working with individuals who have varying needs requires patience and the ability to adapt to different situations.

Observation and Reporting: Being observant and reporting any changes in a client's condition is vital for their well-being.

Physical Stamina: The job can be physically demanding, requiring the ability to assist with mobility and transfers.

Problem-Solving: Direct Care Workers often encounter situations that require them to think on their feet and find solutions.

Qualifications

- High school graduate or G.E.D. certificate
- One year experience as a direct care worker in healthcare preferred
- Current CPR Certificate is recommended but can be obtained through BSR
- Possess a valid driver's license and have use of an insured automobile.
- Must be 18 years of age and able to pass an initial drug screening (which includes screening for marijuana) and a criminal background check. These are required by both State and Federal law for working with vulnerable populations (elderly adults).

Benefits

Full-time benefits include health care insurance, dental and vision coverage, retirement with employer contribution, generous PTO, professional development, holiday and snow day pay, extensive Employee Assistance Program, life insurance, short, long-term disability and cancer protection election and longevity/tenure payments, and branded clothing.

Part time benefits include PTO, holiday pay if scheduled, extensive Employee Assistance Program, life insurance, and branded clothing.

Pay: \$19 per hour

Equal Opportunity Employer

It is Benzie Senior Resources policy to recruit, hire, train, and promote in all job titles without regard to race, color, religion, sex, gender, national origin, ancestry, physical and mental disability, age, medical condition, marital status, military service, sexual orientation, or any other basis protected by law.