



BEHAVIOURAL HEALTH FOUNDATION

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St. Norbert, MB R3V 1L6
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Position	Night Lead Support Worker
Department/Program	Breezy Point (Women's Program) and Addiction Treatment Services
Employment type	Full Time, Permanent
Shift / hours	Overnights (11:00 pm–7:00 am)- Thursday-Monday, including statutory holiday coverage as required.
Salary	\$18.94/hour
Posting Date	August 7, 2026
Closing Date	August 21, 2026 or until filled
Number of Openings	1

ABOUT US

The Behavioural Health Foundation (BHF) is a Therapeutic Community providing long-term bed-based treatment for adults and family units experiencing issues related to substance use and co-occurring mental health concerns. Programming includes individual and group counselling and focuses on wholistic person centered wellness. Adult education, employment development and life skills are key components of supporting residents to move to healthier coping and life choices.

BHF is one of the few programs where adults can enter with their children or reunify with children not in their care while they are in the program. With dedicated childcare and K-6 education on site, the program offers healing opportunities for the whole family. The Indigenous Services at BHF offer Traditional Teachings and Ceremonies to residents and community members. Traditional healing in a trauma informed environment has strengthened many members' success in changing their lives. The Outreach team supports members working to maintain healthy choices as they transition back into their communities.

visit www.bhf.ca to learn more about our program.

POSITION SUMMARY

The Night Lead Support Worker is a key member of BHF's integrated Therapeutic Community team and is responsible for maintaining a safe, secure, and structured environment during overnight hours. Working collaboratively with the broader care team, the Night Lead Support Worker supports overnight operations, monitors program safety, reinforces community expectations, responds to incidents and emergencies, and ensures important information is communicated to support continuity of care. The role is part of BHF's integrated model of care built on shared responsibility, collaboration, and consistent support for residents.

One Team • One Plan • Shared Responsibility

SUMMARY OF JOB DUTIES AND RESPONSIBILITIES

Safety, Security & Site Oversight

- Conduct regular property rounds and safety checks throughout the shift.
- Complete resident counts and monitor activity across buildings, residential areas, and grounds.
- Ensure buildings, entrances, and program spaces remain secure.
- Respond appropriately to emergencies, incidents, and safety concerns.

- Maintain awareness of overnight activities and environmental concerns.

Resident Support & Supervision

- Support residents in a respectful, professional, and recovery-focused manner.
- Reinforce program expectations, structure, and community standards.
- Provide guidance and direction while promoting a safe and supportive environment.
- Respond to resident concerns, behaviours, and crisis situations as required.

Documentation & Communication

- Complete incident reports, shift logs, checklists, and required documentation.
- Record and communicate relevant observations and resident information.
- Ensure timely handover of information to support continuity between shifts and programs.

Team Collaboration

- Work collaboratively within BHF's integrated team model.
- Share information and observations to support consistent resident care.
- Contribute to a respectful, inclusive, and teamwork-focused environment.
- Support shared accountability and positive working relationships.

Cultural Awareness & Inclusion

- Provide services using trauma-informed, strengths-based, and culturally responsive approaches.
- Respect and support Indigenous cultures, teachings, traditions, and perspectives.
- Promote an environment that values diversity, inclusion, and cultural safety.

QUALITIES AND QUALIFICATIONS

Education & Experience

- Completion of Grade 12 or equivalent.
- Additional training in human services or a related field is considered an asset.
- Experience in a residential, community support, or human services setting is preferred.
- Experience supporting individuals with substance use and/or mental health concerns is an asset.
- Leadership or supervisory experience is an asset.
- Equivalent combinations of education, training, and experience will be considered

Knowledge & Skills

- Understanding of substance use, recovery, and Therapeutic Community principles.
- Strong communication, interpersonal, and problem-solving skills.
- Ability to work independently and make sound decisions.
- Ability to effectively respond to crisis and emergency situations.
- Strong organizational, observation, and documentation skills.

CONDITIONS OF EMPLOYMENT:

- Satisfactory Criminal Record Check with vulnerable sector check and child abuse registry check (no older than three months)
- A valid driver's license is an asset.
- Must be legally entitled to work in Canada.
- Mental Health First Aid Certificate is considered an asset.
- Valid First Aid / CPR Certification an asset
- Must be able to work in a fast-paced environment.
- Must demonstrate a strong work ethic and be reliable.

- Maintain strict confidentiality guidelines regarding all clients, conversations, and referrals.

HOW TO APPLY

Interested applicants are invited to submit a resume and cover letter outlining their qualifications and interest in the position to **lonniet@bhf.ca**.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Behavioural Health Foundation is an equal opportunity employer that pledges to uphold a workplace culture of inclusion, diversity, compassion, and respect. Behavioural Health Foundation welcomes applications from people with disabilities. Applicants may request reasonable accommodation related to the materials or activities used throughout the selection process.