



FULL-TIME RECREATIONAL THERAPIST COMPETITION NO.: GM-2026-24



Posting Date:	July 20, 2026	Closing Date:	July 31, 2026
Department:	Golden Manor	Hours per Week:	35 hours per week
Benefits Entitlement:	Yes	Existing Position:	Yes
Pension Entitlement:	Yes – Employer Matched Contributions	NOC:	31204
Salary Level 105:	\$82,379 - \$102,973 (2026)	Union:	Non-Union

Interviews are tentatively scheduled for August 14, 2026. Further details (including time and location) will be provided to candidates selected for interviews.

Position Summary

Reporting to the Director of Care, and in collaboration with the interdisciplinary team, the Recreational Therapist will provide support according to the Behavioural Support Ontario (BSO) initiative. They will, through the use of games, sports, hobbies, art and more, support residents in maintaining or enhancing physical, cognitive, spiritual, and emotional well-being, while living with a form of dementia. The Recreational Therapist will be a part of the resident's circle of care and will provide support by:

Duties

- Effectively participating in care conferencing
- Implementing best practice guidelines for recreation therapy in the care of the geriatric population and persons with dementia
- Demonstrating resident-family-care partner focus and commitment to the Mission, Vision, Values and goals of the Golden Manor, BSO and respective partner agencies
- Assessing, planning, facilitating and implementing purposeful individualized therapeutic recreation founded resident/family, and the overall plan of care and within the scope of practice
- Enhancing the positive impact and spread of Montessori & BSO (1:1 and group) therapeutic modalities to address and prevent responsive behaviours, while adapting to individual changing needs
- Promoting brain health through engagement activities tailored to maintaining skills and abilities and focused on validation, individual success, and social stimulation
- Working in collaboration with all care partners to find the best possible quality care solutions for the patient/family
- Maintaining accurate, complete, organized and legible clinical records
- Creating and nurturing continuous improvement of Behavioural Support and organizational practices for improved system co-ordination
- Supporting the spread of improvement practices with internal team members regarding overall prevention of responsive behaviours through therapeutic programming
- Actively participating in all relevant professional development as coordinated by the Golden Manor and at the local and hub level as guided by the NE BSO Structure
- Actively engaging in quality improvement initiatives within the Golden Manor
- Monitoring, documenting, and evaluating therapeutic activities using measurable outcomes
- Maintaining and submitting standard data collection, as required by the Golden Manor and the NE LHIN

Qualifications

- Two-year College Diploma in Recreational Therapy
- Membership in good standing with Therapeutic Recreation Ontario (TRO) and/or with Canadian Therapeutic Recreation Association (CTRA)
- Registered Recreation Therapist (R/TRO) certification; or eligible to obtain registration with TRO
- Two (2) years of relevant clinical experience as a Recreational Therapist working with older adults and care partners in long-term care and community settings
- Experience designing recreational programs to support individual needs as well as facilitating group activities
- Demonstrated knowledge working with older adults with various forms of dementia, delirium, complex mental health, substance use, other neurological conditions, including those with or at risk of responsive behaviours and the effects on care partners
- Demonstrated understanding that all behaviours have meaning, as reflected in practice
- Demonstrated positive person-family centered values and practice
- Knowledge and understanding of pertinent legislation and policies, including the Long-Term Care Homes Act, 2007, inspection protocols, compliance requirements and Ontario Regulation 79/10
- Experience implementing quality improvement initiatives (e.g. Residents First Training)
- Excellent interpersonal skills and ability to work as an effective member of an inter-agency and interdisciplinary team
- Proficient computer skills
- Bilingualism preferred; fluency in other languages an asset
- Current and clear Criminal Record Check with Vulnerable Sector Screen required

How to Apply

To apply for this position, applications must be received by the Human Resources Department no later than **4:00 pm** on the closing date of **July 31, 2026**.

Via Email: human_resources@timmins.ca

The City of Timmins is committed to providing a safe and supportive workplace where diversity, equity and inclusion are at the core of how we conduct business. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations throughout the recruitment and selection process, in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Personal information provided is collected under the authority of The Municipal Freedom of Information and Protection of Privacy Act. We thank all applicants for their interest; however, only candidates under consideration will be contacted.

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(705) 264-1331