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| <p><b>Job Title:</b><br/>Overnight Support Worker – Sahara Overnight Respite Program (SORP)</p> | <p><b>Date Posted:</b><br/>June 26, 2026</p> | <p><b>Reports to:</b><br/>Supervisor- Geriatrics Program</p> |
| <p><b>Job Posting # OSW-SORP-011/2026-27</b></p>  | <p><b>Date Closed:</b><br/>July 10,2026</p>  | <p><b>Position Type:</b><br/>Casual, existing vacancy</p>    |

**About Organization:**

Punjabi Community Health Services (PCHS) is a pioneer, community-based, not-for-profit charitable organization that has been serving diverse populations for over 35 years. PCHS provides a wide range of culturally responsive services in the areas of addictions, mental health, geriatric care, health promotion, domestic violence, parenting, settlement, and support for women, children, and youth. PCHS is widely recognized for its innovative Integrated Holistic Service Delivery Model and has contributed to several community-based research studies. The organization is fully accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) International and Imagine Canada, reflecting its commitment to quality and accountability. PCHS is also a 2SLGBTQ-sensitive organization, committed to equity, inclusion, and culturally appropriate care.

**Why Work at PCHS:**

- Various employer-paid training programs and professional development opportunities
- Develop and network through robust community and partner events
- Mileage reimbursement as applicable
- Free on-site parking

**About Program:**

Sahara Overnight Respite Program (SORP) is funded by Ontario Health Central. Overnight respite services are developed to prevent avoidable hospital emergency department visits, unnecessary hospital admissions, and caregiver burnout. The Overnight Support Worker will provide support by staying with the client at their home from 9:00 pm to 5:00 am. Seniors with mental health issues, such as generalized anxiety and depression; with generative brain diseases, such as Dementia and Alzheimer's; and in need of post-hospital care. This program will work closely with three existing PCHS programs - Sahara Caregiver & Respite Program, Integrated Seniors Team, and Psychogeriatric Resource Consultant with Behaviour Support Ontario, to reach clients' needing overnight support.

## **About Position:**

We seek a dynamic and compassionate Overnight Support Worker (OSW) with a minimum of 2 years of experience working with seniors and providing linguistically and culturally appropriate personal care.

## **Qualifications, Skills and Experience**

- 2-4 years of experience working with seniors
- A diploma or certificate in PSW, Gerontology or relevant education
- Excellent communication, planning, interpersonal, organizational, and time management skills
- Physical capability of performing personal care and other assigned duties to support the client
- Gentle Persuasive Approach (GPA) training is an asset
- Demonstrated ability to work within the agency's policies, practices, and philosophy
- Demonstrated ability to effectively use available technology (MS Office, Excel, PowerPoint, Web browsing, email, voicemail, etc.)
- Self-directed, self-motivated, and able to work independently and as part of a team
- Excellent verbal and written English skills .
- Ability to work under pressure, individually and within a team environment.
- Familiarity with Cloud technology and Share-Point is an asset
- Knowledge of South Asian languages (Hindi, Urdu, Punjabi)

## **Requirements**

- Local travel in community setting to clients' home
- Overnight work from 9pm to 5am
- Must possess a valid Ontario Driver's License, have regular access to a reliable vehicle and provide proof of adequate vehicle insurance
- A satisfactory current Vulnerable Sector Screening (Criminal Record Check) report
- Current CPR and First-Aid-Level C with AED certification
- Vaccines (COVID-19 and others) are encouraged

## **Duties and Responsibilities** (but not limited to):

- Assist clients in performing activities, including bathing, toileting, grooming, feeding and assisting with other personal care needs
- Work in collaboration and communicate effectively with staff, caregivers, and clients
- Provide overnight companionship and respite services to help clients stay independent and age in place
- Attend and actively participate in team meetings, other client-related meetings and program meetings as required
- Comply with the organizational policies and procedures; program guidelines, and accreditation standards

- Maintain appropriate record-keeping/documentation and client files, statistical and outcome measurement tools as required by PCHS policies and procedures
- Attend ongoing training opportunities about the enhancement of the program
- Other duties as assigned

**Hours:** Casual – on call basis (9pm to 5am)  
(This is an overnight position Monday through Friday. Some weekends work may be required)

**Compensation Hourly Rate:** \$26 to \$27.12 per hour + 4% vacation pay

**Position to commence: July 2026**

Please submit your resume to the Hiring Committee at [hr@pchs4u.com](mailto:hr@pchs4u.com).

**Please add Job Posting # OSW-SORP-011/2026-27 the email subject line and cover letter.**

PCHS offer an attractive and rewarding work environment. We appreciate the interest of all applicants, but only those under consideration will be contacted for an interview.

**Equity, Diversity, Inclusion Statement:** *PCHS is committed to diversity in its workplaces and welcomes applications from all visible minority groups, women, Aboriginal persons, 2SLGBTQ, persons with disabilities, among other self-identified diverse groups. We also provide accessible employment practices that comply with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources at [hr@pchs4u.com](mailto:hr@pchs4u.com)*

**Use of AI:** *We use an applicant tracking system (ATS) to organize applications and improve efficiency. Every application is comprehensively reviewed by our recruitment team to ensure a thorough assessment of your experience, skills, and potential. AI is not used to make hiring decisions.*

**Disclaimer:** *PCHS only posts jobs on verified platforms and **never** requires candidates to pay fees. To apply safely, please send your resume directly to [hr@pchs4u.com](mailto:hr@pchs4u.com). Do not submit personal information through any other website or link.*