Employment Opportunity

Job Title: Health Care Aide

Location	Siksika Health Services	**Posted Date**	September 16, 2026
Reports to	Director of Nursing	**Deadline**	Open until filled
Position Status	Casual/on-call	**Annual Salary**	Based on Experience and Education

Position Summary

The Siksika Health Services (SHS) Siksika Elders' Lodge (SEL) Health Care Aide (HCA) works as a member of an interprofessional team responsible to deliver quality, safe, and efficient care for Residents within their scope of practice and education (*Alberta Health Care Aide Competency Profile, 2018*). HCAs are regulated care providers who provide basic personal care and health services through assistance and support for Residents with activities of daily living. The HCAs work collaboratively with Licensed Practical Nurses (LPN), Registered Nurses (RN), and other SEL staff.

Responsibilities include, but are not limited to:

- Work collaboratively and respectfully with all Siksika Health Services staff, Residents, families, and community partners.
- Demonstrate and promote Resident and Family-Centered Care in all aspects of practice.
- Encourage Resident independence and self-care while supporting other team members in maintaining these approaches.
- Collaborate with Licensed Practical Nurses (LPNs) and Registered Nurses (RNs) to ensure medications, supplies, and equipment are available, appropriately stocked, and in safe working condition.
- Provide Resident care within the Health Care Aide (HCA) scope of practice, competency profile, individual care plans, and under the direction of regulated health professionals.
- Deliver care in a manner that reflects the values, beliefs, traditions, and respect for the Siksika way of life.
- Demonstrate respect, appreciation, and cultural sensitivity toward the knowledge, experiences, and contributions of Residents and their families.
- Assist Residents with activities of daily living, including but not limited to:
    - Bathing, showering, and bed baths
    - Oral, hair, and skin care
    - Assisting with meal service
    - Toileting and incontinence care
    - Mobility assistance, transfers, repositioning, and ambulation using safe lifting and transfer techniques
- Assist with general laundry duties to ensure adequate availability of linens and bedding.
- Monitor Residents according to their care plans and report observations promptly.
- Observe, document, and report changes in Resident condition, behaviors, or concerns to the appropriate regulated health professional (RN, LPN, NP, or physician).
- Maintain accurate, complete, and timely documentation in accordance with organizational policies, professional standards, and legal requirements.
- Support and facilitate assigned recreational, and social activities such as reading, bingo, puzzles, games, exercise programs, and cultural activities as approved by the RN/LPN or Team Leader.
- Participate in quality improvement initiatives, accreditation activities, training, and ongoing professional development.
- Accompany Residents to medical appointments as required and assist with communication between Residents, families, and the interdisciplinary care team.
- Adhere to all Siksika Health Services policies, procedures, infection prevention and control standards, workplace safety requirements, and confidentiality agreements.
- Perform other related duties as assigned by the Team Leader, RN, LPN, or designated health care professional.

Siksika Health Services is a not-for-profit organization which provides Primary Care and Community Wellness support. The facilities are used by our Proud Siksika Nation Members and our friendly surrounding communities. We are a very enthusiastic, empowering and encouraging team. Our Mission is to strive for accountable efficient services delivery and our Vision is to proactively provide quality and holistic health care.

Education & Experience

- HCA Certificate and active status on the Alberta HCA Directory
- Experience in continuing care settings or gerontology recommended
- Current Cardiopulmonary Resuscitation (CPR) and First Aid Certificates

Other Requirements

- Valid driver's license and reliable transportation.
- Criminal record clearance.
- Awareness of Indigenous languages and cultures (an asset).

How to Apply

*Please contact **Siksika Health Human Resources** for full job description.
Only those selected for an interview will be contacted.

*For additional information or to apply, please submit your resume, cover letter, education documents, two reference letters and criminal record check to:

Siksika Health Services
Human Resources Department
HR Recruitment Officer
Contact Info:
Email: Recruitment@siksikahealth.com
Phone: 403-361-1358

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