

CELEBRATING DIFFERENCE.  
SUPPORTING INDIVIDUALS.

# BARRANTES & ASSOCIATES INC.

RECRUITMENT PACKAGE

[WWW.BARRANTESINC.COM](http://WWW.BARRANTESINC.COM)

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# ABOUT THE COMPANY

WHO WE ARE

Barrantes & Associates Inc. is a team of support professionals providing a range of supports to vulnerable individuals in the community. We provide direct, hands-on support to our clients with an over-arching goal of celebrating differences & supporting individuals in their day-to-day lives.

Our support creates positive change for individuals to allow for an enhanced quality of life & integration into preferred & meaningful activities.

# CHANGE

IF YOU FOCUS ON  
RESULTS, YOU WILL  
NEVER CHANGE.

IF YOU FOCUS ON  
CHANGE, YOU WILL  
GET RESULTS.

# OUR VISION

WHAT WE AIM TO SEE



An inclusive & equitable community  
in which individual differences are  
celebrated.

# OUR MISSION

WHAT WE AIM TO DO

To create positive change in the lives of vulnerable individuals through a variety of means resulting in goal achievement & enhanced quality of life.



# OUR PILLARS

## THE FOUNDATION



### **EVIDENCE-BASED PRACTICE**

By implementing current & scientifically supported techniques, we are able to practice with peace of mind knowing we are using the most current practices recommended by leading professionals in the field.



### **PERSON-FIRST APPROACH**

Using a holistic & person-first approach allows us to support our clients in all aspects of their lives: physically, mentally & emotionally. By looking at the big picture, we are able to foster greater long-term change for our clients.

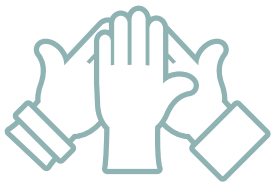


### **TRAUMA-INFORMED CARE**

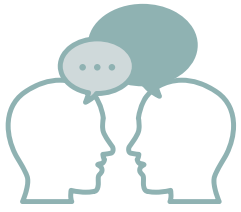
Applying a trauma-informed lens to our care & supports allows us to better understand the underlying mechanisms behind maladaptive behaviours, thus allowing us to focus on specific areas of concern.

# OUR VALUES

WHAT MATTERS MOST



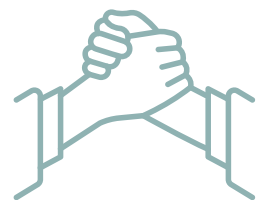
**INCLUSION**



**COMMUNICATION**



**INTEGRITY**



**PERSON-FIRST**



**RESPECT**



Great things are  
done by a series of  
small things  
brought together.

*- Vincent Van Gogh*

# OUR SPECIALTY

WHAT WE DO

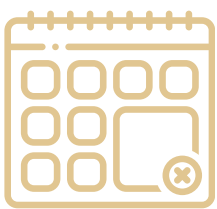


# SUPPORT DIVISIONS

TYPES OF SUPPORTS WE PROVIDE



**BEHAVIOUR SUPPORT**



**RESPITE SUPPORT &  
URGENT RESPONSE SUPPORT**



**REHABILITATION SUPPORT**

# SUPPORT DIVISIONS

WHAT WE DO IN EACH DIVISION

## BEHAVIOUR SUPPORT

Providing intensive & structured supports to clients with challenging, off-task or aggressive behaviours. Our behaviour clients have Behaviour Support Plans (BSPs) that are implemented & followed with the goal of teaching replacement & socially appropriate behaviours.

## RESIPTE SUPPORT

Providing supports to clients in the community with behavioural or mental health issues. Supports range in nature (anywhere from practicing life skills to helping clients to discover new hobbies!) & allow both the client & their caregivers to enjoy a break from their day-to-day lives.

## REHABILITATION SUPPORT

Providing structured & goal-oriented supports to individuals with acquired brain injuries (ABI) or other head or complex traumas. Our rehabilitation clients have treatment plans that are implemented & followed with the goal of community re-integration & return to a preferred quality of life.

# WHEN & WHERE?

WHEN & WHERE WE WORK



## **24/7 SUPPORTS**

Barrantes & Associates Inc. provides support to clients around the clock - 24 hours a day, 7 days a week, 365 days a year!



## **BARRANTES HOMES**

Barrantes & Associates Inc. independently operates a number of respite & care homes in the Wellington region.



## **BARRANTES CLINIC & CENTRE**

Barrantes & Associates Inc. is proud to have it's own Rehabilitation Clinic and Centre in Fergus, Ontario. Residents of our homes can visit the Clinic & Centre for more structured activities.

# WHO WE SUPPORT

BIA

**YOU CAN NEVER HAVE EQUAL  
OUTCOMES, BUT YOU CAN HAVE  
EQUAL OPPORTUNITY.**

*-Jamie Dimon*

# OUR SUPPORT DEMOGRAPHICS

## **DEVELOPMENTAL DIAGNOSES**

In our Behaviour & Respite divisions, we support individuals with varying abilities & diagnoses. Our Behaviour & Respite clients often have a developmental diagnosis of ASD, ADD, ADHD, OCD, ODD, GDD, or other intellectual disabilities.

## **ACQUIRED DIAGNOSES**

In our Rehabilitation division, we support individuals with acquired injuries & diagnoses. Our Rehabilitation clients often have a diagnosis of Traumatic Brain Injury (TBI), concussion, Spinal Cord Injury (SCI), or other neurological or physical pathologies.

## **DUAL- & TRI-DIAGNOSES**

Across all divisions, we support clients with dual- or tri-diagnoses, in which the client is receiving for support for any combination of the above listed diagnoses as well as support for mental illness &/or addictions, concurrently.

# SO, WHAT?

WHY WORK WITH BARRANTES?



**ASIDE FROM  
MAKING A  
POSITIVE  
CHANGE IN  
THE LIVES OF  
THOSE  
AROUND  
YOU...**

Keep reading to find out more about the benefits of working with Barrantes & Associates Inc.!

# REAP THE BENEFITS!

JUST A FEW OF THE MANY...

## FLEXIBLE SCHEDULING

Build your schedule to suit your needs! As an associate, you will practice as an independent contractor, thus allowing you to fulfill full-time, part-time or casual hours - all depending on your preference and needs!

## VAST EXPERIENCE

Barrantes & Associates Inc. will afford you the opportunity to gain vast experience in a wide range of treatment environments, including but not limited to client homes, group homes, hospitals, & other care facilities.

## COMPETITIVE WAGES

Barrantes & Associates Inc. is devoted to ensuring fair compensation based on experience & skill, all while keeping industry standards in mind.

## MAKING A REAL CHANGE

Feel good knowing you are making a real difference in an individual's life. Your support is the vehicle to helping clients achieve their goals & enhance their quality of life!





# AVAILABLE POSITIONS

WITHIN OUR COMPANY

## **BEHAVIOUR ASSOCIATE (BA)**

BAs are responsible for providing behaviour & respite support, as well as urgent response support.

Key attributes of successful candidates: flexible availability, prompt & strong communication skills, crisis intervention skills & training, a high degree of passion & commitment.

## **REHABILITATION ASSOCIATE (RA)**

RAs are responsible for carrying out the clients' treatment plans as prescribed by the overseeing registered healthcare professional.

Key attributes of successful candidates: strong understanding of the bio-psycho-social effects of TBI, comfortable working with individuals with physical limitations, flexible evening & weekend availability.



# WHAT NEXT?

Like what you have read?  
Does your vision align with ours?  
Think you have what it takes?

Apply NOW!

Our recruitment process is  
detailed in the coming pages...

# THE RECRUITMENT PROCESS



FROM START TO FINISH...

.....

## STEP 1: APPLY

Submit your application via our website ([www.barrantesinc.com/apply-now](http://www.barrantesinc.com/apply-now)) OR via Indeed. Only successful applicants will be contacted to commence the next steps of the recruitment process.

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## STEP 2: SUBMIT DOCUMENTS

Once your application & resume have been reviewed, our team will reach out to request the required information & documents. It is at this point your virtual interview will be scheduled.

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## STEP 3: INTERVIEW

Conduct your virtual interview with our administrative team. Helpful hint: review the company website & information thoroughly to understand the company's practices & philosophies!

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## STEP 4: REFERENCE CHECKS

Applicants who are successful in our interview scoring process will be asked to submit 2-3 references & a writing sample for review prior to hiring. Only successful applicants with positive references will be contacted with a position offer.

# DON'T TAKE OUR WORD FOR IT...



Our associates have spoken!

Read on to see what some of our most seasoned associates have to say about working with Barrantes & Associates Inc.!



# ASSOCIATE TESTIMONIALS

## ANNESHA J.

BEHAVIOUR SUPPORT THERAPIST

"What I love about working at Barrantes & Associates Inc. is that everyone shares the same vision and dedication towards making a difference in the lives of those we support... I also love that I have a great degree of control and freedom within my job. The diversity of the work that we do ensures that no day is like any other. We are focused on bettering the community, which makes you feel good when the day is done."



## TAMMY K.

BEHAVIOUR SUPPORT THERAPIST

"When working at Barrantes, you feel supported. Clients are matched with staff, which makes for a more positive work environment for all. Staff have creative license for programming, which is helpful and promotes the work environment to be more client-focused."



## CYNTHIA I.

BEHAVIOUR SUPPORT THERAPIST

"This job offers lots of flexibility and supportive management. You can pick and choose which placements suit you and your schedule best. Management is diligent at making sure associates and clients are a good fit. [They are] very understanding and will work with you to make the experience of working at Barrantes a good one."



# MEET THE TEAM



**BENN BARRANTES**  
CHIEF EXECUTIVE OFFICER



**AMANDA CARR**  
EXECUTIVE DIRECTOR



**MELISSA NORMAN**  
PROGRAM DIRECTOR



**MARIA SCHWEIGERT**  
SCHEDULER



**ALICIA MUZSLAI**  
ADMINISTRATOR

# CONTACT US

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