



Internal/External Job Posting Regional Harm Reduction Worker Full Time (1.0 FTE)

POSITION SUMMARY:

The purpose of the Harm Reduction Program is to reduce the transmission of HIV and other blood borne infections among people who use injection drugs. The Harm Reduction Worker position is a new position that reaches out to people who use drugs to increase knowledge and awareness of harm reduction practices and to increase access to community services.

This position is responsible for providing harm reduction services in the Haldimand, Norfolk, and Brant Region. The Regional Harm Reduction Worker reports directly to the Director of Programs and Services at The AIDS Network, and is a full time direct frontline position that provides supportive counselling services, referrals and support, participates in community development, leads training for local service providers, promotes harm reduction, and supports peer engagement in the program. The Harm Reduction Worker position is also responsible for program administration and supports accountability to meet reporting requirements for the funded program.

PRIMARY RESPONSIBILITIES:

- Provide support, assistance and referrals to service users who access syringe distribution programs;
- Engage in community based outreach with people who use injection drugs, including at local shelters, day centres, drop in programs, on the street, and at other public spaces and community locations, including in local detention centres and prisons;
- Provide brief supportive counselling and harm reduction resources and information during outreach and provide ongoing support, practical assistance and appropriate referrals to services as appropriate and needed;
- Develop and work in partnership with local service providers to formalize referral processes and participate in community development and local networks with service providers to identify gaps in services, share information and coordinate services;
- Identify harm reduction training needs of local service providers and provide or facilitate relevant training opportunities;
- Promote harm reduction in the community;
- Engage peers and support developing, coordinating and facilitating training of peer volunteer programs;
- Provide education and coordination for student placements for field work practice and/or observation in collaboration with designated staff;
- Participate in regular supervision and team meetings, and agency events;
- Comply with requirements of TAN, Health Protection and Promotion Act, Mental Health Act, Personal Health Information Protection Act and other relevant legislation;
- Maintain records, reports, and statistics necessary for program functioning, monitoring, evaluation and reporting;
- Participate in Harm Reduction Ontario Network and regional harm reduction network meetings and activities;
- Accept and maintain responsibility for professional competency as appropriate to designated discipline or registered association standing;
- Professional development and other duties as approved by Executive Director or designate, including team staffing coverage for TAN's harm reduction programs.

QUALIFICATIONS:

- 3+ years of experience in harm reduction/syringe distribution program, addictions, community outreach services and/or HIV/Hep C prevention in a frontline capacity;
- Ability to communicate effectively with the general public regarding harm reduction strategies and approaches;
- Post-secondary education in related field, with Bachelor's degree in Social Work and/or equivalent college education and training in addictions and social services preferred;
- Demonstrated ability to effectively engage people who use drugs and/or provide outreach and support services to marginalized communities;
- In-depth knowledge of issues facing people who use drugs and community resources and services in Haldimand, Norfolk, and Brant area;
- Demonstrate excellence in communication and interpersonal skills, including public speaking, presentations, and conflict resolution and mediation;
- Training and experience in crisis prevention and de-escalation preferred;
- Must have valid Ontario G Class driver's license and clear driving record with no demerit points; preferred access to and regular use of own vehicle.
- Flexible to work schedule outside regular daytime office hours, including evenings and some weekends;
- Able to work autonomously and as part of a team; and able to take initiative and independently organize to achieve work plan objectives;
- Demonstrate effective decision making and problem solving in emergent and non-emergent situations and exercise tact, diplomacy and discretion under pressure;
- Able to work proficiently in computer and online databases including Microsoft Office, Windows, and complete regular data entry, monitoring, and reporting using the web based data collection using the Ontario Community-Based AIDS Service and Evaluation system and to meet the requirements of the Ontario Community HIV/AIDS Reporting Tool and other required agency level operational and funding reports.
- Current First AID certification

WHAT WE OFFER: This is a full-time, permanent position with The AIDS Network. We offer a competitive compensation package, including comprehensive benefit package.

HOW TO APPLY: Please forward your electronic resume and covering letter by email only no later than 5:00 pm on Friday, August 31 recruitment@aidsnetwork.ca

The AIDS Network values inclusion and diversity and promotes access and equity using an anti racism, anti oppression framework. Persons living with HIV are encouraged to apply.