

## **CAREER OPPORTUNITY**

**Job Title:** Harm Reduction Worker

**Job Type:** FT (30 hrs, 4-day wk) Monday to Friday – inreach / outreach

**Reports To:** Manager, Harm Reduction Programs

**Contract:** 1 year, ending March 31st 2027

### **PURPOSE:**

This 1-year contract position will work to develop and sustain programming within the city of Cambridge and adjacent communities, in order to build the capacity of THRIVE's Harm Reduction Program to respond to participant needs. The Harm Reduction Worker is responsible for supporting the planning, implementation and sustainability of Harm Reduction programs and services of THRIVE in all program areas. This will include the SafePoint needle & syringe programs, education programming targeted to at-risk populations, and other community outreach initiatives. In addition, the Harm Reduction Worker will coordinate with other THRIVE staff and community partners to provide services for individuals affected by and/or at risk for HIV/AIDS, Hepatitis C and overdose, including education, Naloxone training, harm reduction and prevention strategies.

**Thrive HIV Prevention & Support** is an AIDS Service Organization with a 35 + year history of responding to the changing needs of diverse, under-resourced, disadvantaged communities within Waterloo Region and Guelph-Wellington. These communities include individuals infected, affected and at risk for HIV/AIDS, hepatitis C, other sexually transmitted and blood-borne infections, and those impacted by substance use and the opioid overdose epidemic. THRIVE provides prevention, education, advocacy and support programs and services. The successful candidate will have experience working from a harm reduction approach in a social services environment, and a comprehensive understanding of the social determinants of health. Other preferred skills include the ability to collaborate effectively with people with a wide range of experiences and challenges and to demonstrate proficiency in the principles of adult education, adaptability, attention to detail and self-motivation. Learn more: [www.thrivehiv.ca](http://www.thrivehiv.ca)

### **PRIMARY RESPONSIBILITIES:**

#### **Community Development and Program Delivery**

- Execution of an annual workplan with a timeline and goals derived from agency and funder strategic and operational objectives, with a primary focus in the city of Cambridge and rural townships.
- Assist the Manager of Harm Reduction Programs in distributing materials/supplies to people who use substances in THRIVE's catchment area through the SafePoint and Outreach programs.
- Support the Cambridge MACS Drop-In and other relevant regional drop-in sites, the SafePoint program and provide outreach to homeless encampments, with opportunities to grow/expand the program and develop new services
- Collaborate with Cambridge Site teams, outreach workers, and MACS community partners to support encampments

- Work with the Manager of Harm Reduction Programs to develop community relationships with partners / participants to build capacity related to Naloxone, needle & syringe programs, drug testing, and outreach initiatives.
- Respond to walk-in office requests for information, referrals, harm reduction, risk reduction, HIV Self-Test coaching support, clinic and program-specific assistance
- Assist with program inventory deliveries, provide reliable team-based office coverage across locations
- Collaborate within the Prevention Team on health promotion / the three levels of prevention.

### **Capacity Building and Support**

- Train staff, volunteers, and peers on Naloxone, drug testing, and needle & syringe protocol.
- Represent the agency through participation in community meetings and events.
- Assist in the development of relevant education materials and assist in advocating for supply distribution needs based on community trends
- Identify emerging community trends and respond to them effectively
- Develop new partnerships with community agencies to improve quality of services in Cambridge and rural communities

### **Education, Outreach and Volunteer Support**

- Work with Cambridge community partners / peers to identify vulnerable communities and support individuals
- Provide education and support for participants with regards to health promotion, community resources/referrals, as well as to THRIVE's clinics and services

### **Administration**

- Assists with the preparation of funding reports
- Attend all staff and department meetings
- Maintains program inventory and reports accurate and comprehensive monthly statistics on program activities

### **PHYSICAL DEMANDS/CONDITIONS**

This position requires the ability to perform the following tasks:

- **Walking** – moving about on foot while carrying an object
- **Lifting** – raising or lowering an object weighing between 5 and 13 kg
- **Carrying** – transporting an object in the hands, arms or on the shoulder
- **Stooping** – bending downward and forward to reach an object
- **Pushing** – placing objects on shelving

### **QUALIFICATIONS**

- Diploma or equivalent experience in social work, social/human services, community development/adult education preferred
- Harm reduction and peer engagement experience preferred
- Knowledge of HIV/AIDS, Hepatitis C, substance use, and the social determinants of health
- Excellent written communication skills

- Strong organizational/administrative, teamwork skills and an ability to function well under pressure
- Demonstrated anti-oppressive work with diverse disadvantaged communities (i.e. sexual orientation, gender identity, marginalized Indigenous, Black, racialized communities, individuals challenged by addiction)
- Ability to speak openly and frankly about topics including substance use and sexuality in a sex-positive and non-judgmental manner
- Public speaking abilities, motivational interviewing, and group facilitation skills is an asset
- Proficiency in Microsoft Office and presentation software
- Comfort in boundary-setting and excellent prioritization skills
- Ability to work occasional evenings/weekends
- A valid G Class driver's license and access to a reliable vehicle is a strong asset

### **COMPENSATION**

- Salary \$42,455 annually with mileage compensation
- 4 day work weeks
- Paid time off includes three (3) weeks of vacation, personal days, mental health, and sick time
- Full-time benefit plan including Extended Health Care (EHC), Dental, Group Life, Accidental Death and Dismemberment (AD&D), Long Term Disability (LTD)

### **HOW TO APPLY**

Application deadline is **April 13th, at 6 p.m.** Send your electronic resume and cover letter to **Jesse Burt, Manager of Harm Reduction Programs** at [jburt@thrivehiv.ca](mailto:jburt@thrivehiv.ca). Please add **"Job Posting – THRIVE Harm Reduction Worker"** to the subject line. Only qualified individuals being considered will be contacted for an interview.

**Thrive is committed to employment equity and encourages applications from all qualified candidates including individuals from key populations who may identify as peers or people with lived expertise, people with past experience of homelessness, individuals in recovery from substance use, people living with HIV and / or Hepatitis C, 2S and LGBTQ-identified persons, persons with disabilities, Indigenous, First Nations, Inuit and Métis individuals, and members of Black and other racialized communities. Additional languages are considered an asset.**