

## **CAREER OPPORTUNITY**

**Job Title:** Harm Reduction Outreach Lead  
**Job Type:** FT (30 hrs/wk) Monday to Friday – inreach / outreach  
**Reports To:** Manager of Harm Reduction Programs

### **PURPOSE:**

This position will work to develop and sustain programming across rural townships and communities in Waterloo Region in order to build the capacity of THRIVE's Harm Reduction Program to respond to participant needs. The Harm Reduction Outreach Lead is responsible for assisting the Harm Reduction Team in 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 Outreach Lead 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 now 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 on regional program delivery.
- Distribution of materials/supplies to people who use substances in THRIVE's catchment area through the SafePoint and Outreach programs.
- Support relevant regional drop-in / outreach sites, the SafePoint program and provide outreach to homeless encampments in Waterloo Region, with opportunities to grow/expand the program and develop new services.
- Work with the Harm Reduction team to develop community relationships with partners / participants building capacity for Naloxone, needle & syringe program and outreach initiatives.
- Respond to walk-in office requests for information, referral, harm reduction, risk reduction, clinic and program-specific assistance

- Assist with program inventory deliveries, provide reliable team-based office coverage across locations
- Collaborate within Prevention Team on health promotion / the three levels of prevention <https://bit.ly/2ROcDPa>

### ***Capacity Building and Support***

- Train staff, volunteers, and peer outreach workers on Naloxone and needle & syringe protocol.
- Represent the agency through participation in working groups, community meetings and events.
- Work with the Harm Reduction team to support existing sites and identify additional outreach opportunities
- 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

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

- Work with rural and regional community partners / peers to identify and support vulnerable communities
- 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 monthly statistics on program activity

### **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 expertise
- Public speaking abilities, motivational interviewing and group facilitation skills
- Excellent 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 recovery, and sexuality in a sex-positive and non-judgmental manner
- Proficiency in Microsoft Office, and presentation software
- Excellent prioritization skills
- Flexibility to work occasional evenings
- **Must have a valid G Class driver's license and access to a reliable vehicle**

### **How to Apply**

Application deadline is **Friday November 28, 2025** at 5 p.m. Please 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 Outreach Lead"** to the subject line. No phone calls, please. 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.**