

CAREER OPPORTUNITY

Job Title: Cambridge Harm Reduction Lead

Job Type: FT (30 hrs/wk) Monday to Friday – inreach / outreach

Reports To: Manager of Harm Reduction Programs

PURPOSE:

This 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 HIV Prevention & Support's Harm Reduction Program to respond to participant needs. The Cambridge Harm Reduction Lead is responsible for assisting the Manager of Harm Reduction Programs 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 Cambridge Harm Reduction 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 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. 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

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.
- 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, SafePoint program and provide outreach to homeless encampments in Cambridge, with opportunities to grow/expand the program and develop new services.
- Work with the Manager of Harm Reduction Programs to develop community relationships with partners/participants to build capacity related to Cambridge Naloxone, needle & syringe program, 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 the 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 Manager of Harm Reduction Programs to formalize the existing Cambridge satellite site 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 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 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.**

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 **Friday July 31st, 2026 5 p.m.** Please send your electronic resume and cover letter to Ruth Cameron, Executive Director at rcameron@thrivehiv.ca. **Please add "Job Posting – THRIVE Cambridge Harm Reduction 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.