



Internal/External Employment Opportunity

Position Title:	Harm Reduction Worker
Component/Team:	Oasis
Status 1:	One Year Contract, Full-Time and Part-Time positions available
Salary Scale 1:	\$45,373 – \$54,655 annualized salary plus benefits, both pro-rated to part-time status
Status 2:	Casual (No guaranteed hours)
Salary Scale 2:	\$24.93 – \$30.03 hourly plus 4% vacation pay in lieu of benefits
Start Date:	Immediately

Position Description:

The role of the Harm Reduction Worker is to ensure that participants, clients and guests of the Centre have access to services and support to minimize harms associated with substance use and to restore their agency and to achieve their self-defined recovery goals.

The Harm Reduction Worker is a resource for participants, clients, and guests providing general information about resources available at the Centre to facilitate access to services. The Harm Reduction Worker plays a vital role in establishing positive relationships and will monitor client behaviour to detect situations that if not addressed, may become problematic.

As part of a team of Harm Reduction Workers the Harm Reduction Worker plays key roles in the supervised injection service: Safer injection and smoking supply distribution, Injection Room support and post injection Drop in Support.

Skills, Education and Experience:

Requirements for this position include:

Education and Language

- College diploma in related field
- An equivalent combination of education and experience may be considered
- Be a member in good standing of a college or order such as the College of Registered Social Workers and Social Service Workers
- Under the Centre's designation to provide French Language Services, this position is designated bilingual preferred:
 - French (oral expression): Advanced
 - French (oral comprehension): Advanced
 - French (reading comprehension): Advanced
- Fluency in English, both oral and written



Professional Experience

- One year experience working in a role that places an emphasis on harm reduction, engaging clients and de-escalating problematic behaviour in a therapeutic manner.
- Experience working with a broad range of populations, including: youth, street involved, people living with mental health issues, people living with substance use disorder, multi-cultural communities and disenfranchised groups

Knowledge, Skills and Abilities

- Excellent interpersonal skills
- A non-judgmental and positive attitude towards street-involved people, people who are HIV+ or who are at risk of becoming HIV+ and people with substance use disorder, mental illness and concurrent disorders
- Excellent active listening skills
- Knowledge of community resources in Ottawa
- Ability to work within a harm reduction framework
- Ability to de-escalate an acting out client in a therapeutic manner
- Ability to work under stress with multiple demands
- Ability to identify client service needs

Hours of Work

- Currently looking for availability Monday to Friday. Shifts will be based on a rotating six week schedule and will be 9.5 hours in length (excluding breaks).

Reporting Relationship:

The Harm Reduction Worker is directly accountable to the Front-Line Services Team Leader and through him/her to the Director of Oasis and to the Executive Director.

Conditions of Employment:

Hours of work will be developed in collaboration with the successful candidate to ensure a healthy work-life balance. A schedule of work will be based on the Centre's hours of operation and program requirements and will include evenings and some weekends.

An offer of employment will be conditional upon the candidate completing a criminal reference check, verification of educational requirement for this position and linguistic profile to the satisfaction of the Sandy Hill Community Health Centre.

Please note that Sandy Hill CHC has a mandatory COVID-19 vaccination policy. All applicants are required to be fully vaccinated against COVID-19 to be considered for employment. An offer of employment will be conditional upon the candidate providing proof of full vaccination. Reasonable accommodations will be considered for individuals with a medical reason or a reason pursuant to the Human Rights Code that restricts them from being vaccinated against COVID-19.



Accommodation:

SHCHC will provide accommodation for applicants with disabilities in its recruitment process.

If at any stage in the selection process you require accommodation due to disability, please let us know the nature of the required accommodation.

How to Apply:

To apply, please visit sandyhillchc.workable.com and select the appropriate job opening.

Clients of the Centre are welcome to apply. Should a client become the successful candidate, they will no longer be able to continue receiving services at Sandy Hill Community Health Centre. Assistance will be made available to find an alternative provider.

POSTING DATE: February 24, 2023

CLOSING DATE: March 10, 2023 at 4:00 p.m.