



**Internal/External Employment Opportunity**

**Position Title:** Harm Reduction Worker  
**Component/Team:** Oasis  
**Status & Salary Scale:** Permanent, 0.5 FTE Part-time up to 1.0 FTE Full-time (17.5 - 35 hours per week). \$43,531 - \$52,447 annualized salary pro-rated to status + benefits and %10 Premium to the hourly rate for hours worked on Saturdays and Sundays.  
**Status & Salary Scale:** Part-time and Casual (no guaranteed hours) \$23.92 - \$28.82 per hour + 4% vacation pay in lieu of benefits and %10 Premium to the hourly rate for hours worked on Saturdays and Sundays.  
**# of Positions:** Multiple  
**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
- Under the Centre's designation to provide French Language Services, this position is 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, people with mental health and/or addictions issues, multi-cultural

### **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 addictions, 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**

- Supervised Injection Services will operate from 8:00 a.m. to 8:00 p.m. 7 days per week.
  - Must be available for 12 hour shift work, including some evenings and weekends

### **Reporting Relationship:**

The Harm Reduction Worker reports directly to the Director of Oasis.

### **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 some evenings and 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.

### **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](http://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:** April 16, 2019

**CLOSING DATE:** April 22, 2019 at 4:00 p.m.