

INTERNAL/EXTERNAL

Job Title:	Part Time Harm Reduction Health Promotion Worker
Type:	Permanent, Part Time, Bargaining Unit
Number of positions posted:	2
Number of Hours:	15 to 17 hours per week. Rotating day/evenings shift on weekend
Rate:	\$22.18 per hour
Supervisor:	Manager, Supervised Injection Service
Posting Date:	March 4, 2019
Application Deadline:	March 17, 2019
Location:	145 Queen Street East

Fred Victor is a not-for-profit, multi-service community-based organization that has assisted people living on low incomes in Toronto for close to 120 years. We work in partnership with women and men from diverse backgrounds who face poverty, homelessness, mental health issues, addictions, and/or social isolation to address their needs and hopes and advocate for a more equitable society. Please see our website at www.fredvictor.org. Fred Victor works with a highly diverse population of people and upholds the values of respect, choice and inclusion.

The Health Promotion Harm Reduction Worker (HPRHW) – SIS, works as part of the multi-disciplinary integrated Supervised Injection Service (SIS) staff team to coordinate and support the day-to-day operation of the SIS and SIS client needs. This position will work collaboratively with other interdisciplinary team members, health care professionals/service providers, and clients in the identification and resolution of health issues and integration of care, respond to overdoses, make referrals to other service providers, deescalate conflicts, and strive for excellence in client centered care and education.

The successful candidate will be required to work weekend day and evening shifts on a rotating basis as well as to attend staff meetings.

Responsibilities:

- Maintains a hygienic, organized, comfortable and respectful environment in the SIS
- Monitors and ensures appropriate client flow and numbers of participants into and out of the post-injection room and other service areas, in accordance with established staff-to-participant ratios
- Assesses client knowledge of injection process and provides education regarding best practice injection technique and the proper use of all injection supplies
- Greets and engages participants, assesses eligibility for the SIS, initiates intake into the service, and orients participants to the service and to the service user agreements
- Assesses client knowledge of injection process and works to achieve the best possible health outcomes for each client
- Provides education regarding best practice injection technique and the proper use of all injection supplies
- Provides overdose prevention education



- Supervises SIS clients, who may present with a variety of acute and chronic illnesses/diseases, to administer their own injections
- De-escalates conflicts with or among participants, according to established protocols.
- Promote a restorative justice approach to managing behaviours and resolving conflicts. Collaborate with users of service, in the creation of creative support strategies to address disruptive behaviour in the space.
- Maintains a clean working environment; sanitizes injection booths as needed
- Provides harm reduction materials and information to clients and ensures disposal of used equipment in accordance with established protocols
- communicates any concerns and dispatches staff or self to appropriate space when necessary
- Assists with response and management of overdose events
- Follows established documentation protocols and maintains clear, accurate and timely written documentation in accordance with established SIS procedures and policies, the MOH, Health Canada, and FV; prepares/maintains statistical data, correspondence reports and other documentation, as required
- Helps to ensure operations of the SIS comply with all exemption requirements and guidelines
- Preserves confidentiality and seeks to minimize risk
- Contributes to FV's activities to collect, analyze and report on data, participates in research as applicable
- Other duties as required

Qualifications:

- Degree/Colleague Diploma in a relevant discipline or significant related experience
- Knowledge of drug use, specifically injection drug use, through a combination of lived experience, work experience, and/or education/training
- At least 2 years of experience working in a harm reduction program and knowledge of harm reduction strategies
- Lived experience of drug use considered an asset
- Strong oral and written communication skills, with ability to actively and accurately listen
- Well-developed interpersonal skills; open, non-judgmental, and willing to learn
- Experience and willingness to give and receive constructive feedback
- Ability to work both independently and collaboratively with others
- Ability to de-escalate conflicts, and confidence in asserting and maintaining strong boundaries
- Experience with overdose prevention and overdose response
- Experience intervening in overdoses and/or training, including Naloxone administration, considered an asset
- Knowledge of community services and resources, and good advocacy skills
- Proficient with computer technology and various software applications
- Demonstrated display of sensitivity to others
- Experience working with people who reflect our priority client population – people living in poverty, racialized populations, Indigenous peoples, women who engage in sex work, prisoners/ex-prisoners, people with mental health challenges, and people who have experienced trauma, considered an asset
- Respect for and valuing of the diversity of communities and individuals
- Must be able to work flexible hours including evenings and weekends



Working Conditions:

- Constant exposure to the potential of unpredictable behaviours and situations, which may include people who are escalated, aggressive and may be under the influence of drugs and alcohol.
- Responding to overdoses required physically pulling clients to the floor, bending and lifting.
- Regular exposure to used syringes and infectious diseases
- Occasionally required to deal with bodily fluids
- Regular exposure to unpleasant odors and second hand smoke
- Exposure to pests including bed bugs, cockroaches, mice and rats.

To apply:

Please go to the job posting on the Charity Village website and submit resume and cover letter to Tara Bradford.

<https://charityvillage.com/app/job-listings/d009e03a-a83e-e911-80da-14187768272a>

No faxes, emails, mailed resumes, phone calls, or requests to meet please.

The final candidates will be required to provide a current police reference check prior to being hired.

We strive to foster a workplace that reflects the diversity of the community we serve and welcome applications from all qualified candidates; however, only those selected for an interview will be contacted.

Fred Victor is also committed to developing an inclusive, barrier-free selection process and work environment. If contacted, please advise the hiring manager if you require any accommodation measures to ensure you will be interviewed in a fair and equitable manner. Information received relating to accommodation requests will be treated with confidentiality.