

INTERNAL/EXTERNAL

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| Job Title: | Health Promotion Harm Reduction Worker, Supervised Injection Service |
| Focused Position: | This is a focused position for someone with lived experience of injection drug use. |
| Type: | Bargaining Unit, Permanent, Reduced Full Time |
| Number of positions posted: | 2 |
| Number of Hours: | 22.5 hours |
| Hours of Work: | (including day, evening and overlapping with the weekend) |
| Rate: | \$25.36 per hour |
| Supervisor: | Manager, SIS |
| Posting Date: | March 13, 2019 |
| Application Deadline: | March 28, 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 over 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.

The Health Promoter Harm Reduction Worker (HPHRW) – 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.

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
- Organizes health promotion activity and community advisory groups. Develops, coordinates, and evaluates health promotion initiatives that address emerging and identified needs within the community.
- 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
- Promotes the voice of people using the service to be involved in the ongoing development, decision making and evaluation of the program.
- 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:

- At least 2 years of experience working in a harm reduction program and knowledge of harm reduction strategies.
- Personal experience with injection drug use or drug use in a combination with lived experience, work experience, and/or education/training
- Demonstrated reliability through ongoing employment, preferably in the Social Service Sector.
- Degree/Colleague Diploma in a relevant discipline or significant related experience will be considered an asset
- Well-developed interpersonal skills; open, non-judgmental, willing to learn
- Ability to de-escalate conflicts, and confidence in asserting and maintaining strong boundaries
- Lived experience of homelessness or street-involvement considered an asset
- Experience intervening in overdoses and/or training, including Naloxone administration, considered an asset
- Strong oral and written communication skills, with ability to actively and accurately listen
- Experience and willingness to give and receive constructive feedback
- Ability to work both independently and collaboratively with others
- 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 submit a resume and cover letter by e-mail no later than
March 28, 2019 by 5 PM to:**

Tara Bradford
tbradford@fredvictor.org

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.