

## INTERNAL/EXTERNAL

**Job Title:** Health Promotion Harm Reduction Work, Supervised Consumption Services

**Position Type:** Bargaining Unit, Full-time, Permanent

**Number of Positions:** 1

**Rate:** \$26.52 per hour

**Vacation:** 4 weeks to start

**Benefits:** Group benefits with Life Insurance, AD&D, Extended Health and Dental Care with premiums 100% paid by the employer, LTD with premiums 100% paid by employees; paid sick leave and float day

**RRSP:** RRSP with 6.5% employer contribution and 4% employee contribution after successful completion of probation

**Hours:** 37.5 hours per week

**Supervisor:** Senior Manager, SCS

**Posting Date:** September 13, 2022

**Application Deadline:** September 23<sup>rd</sup>, 2022

**Location:** 145 Queen Street East, Toronto, ON

### Why Fred Victor?

For over 125 years, Fred Victor has been a leader in providing place and purpose to people in need in Toronto. Our mission is to improve the health, income and housing stability of people experiencing poverty and homelessness. We are committed to ending chronic homelessness. This is an ambitious and bold goal but we believe, achievable.

**The Supervised Consumption Services** –provides a low-barrier, safe space for people who use drugs who are experiencing stigma, the effects of the drug poisoning crisis and often the long-term effects of trauma. At the SCS, community members meet their needs for safer drug use supplies, education, drug testing services, and get support and referrals to reduce harm and pursue client-centered wellness while receiving life-saving services.

### Does this sound like work you want to be a part of?

We offer a supportive and collaborative working environment, an opportunity to join a diverse team of caring professionals and a chance to make a difference. With over 60 programs and services and more than 21 sites, there are lots of opportunities to grow your career with us. Many members of the management team started in relief and front-line roles.

### What You Will Do

- Maintains a hygienic, organized, comfortable and respectful environment in the SCS
- Monitors and ensures appropriate client flow and numbers of participants into and out of the post-consumption room and other service areas
- 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 consumption supplies
- Greets and engages participants, assesses eligibility for the SCS, initiates intake into the service, and orients participants to the service and to the service user agreements
- Assesses client knowledge of consumption 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 consumption supplies
- Assists with response and management of overdose events and provides overdose prevention education

- Supervises SCS clients, who may present with a variety of acute and chronic illnesses/diseases, to administer their own injections
- Follows established documentation protocols and maintains clear, accurate and timely written documentation in accordance with established SCS procedures and policies, the MOH, Health Canada, and FV; prepares/maintains statistical data, correspondence reports and other documentation, as required
- Contributes to FV's activities to collect, analyze and report on data, participates in research as applicable

### **What You Bring to the Team**

List required experience, education and certification

- 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 3 years of experience working in a harm reduction program and knowledge of harm reduction strategies

### **What Sets You Apart**

- Lived experience of homelessness or street-involvement considered an asset
- Experience intervening in overdoses and/or training, including Naloxone administration, considered an asset
- Knowledge of community services and resources, and good advocacy skills
- Ability to work both independently and collaboratively with others
- Ability to de-escalate conflicts, and confidence in asserting and maintaining strong boundaries
- Strong oral and written communication skills, with ability to actively and accurately listen
- Well-developed interpersonal skills; open, non-judgmental, and willing to learn
- Promotes the voice of people using the service to be involved in the ongoing development, decision making and evaluation of the program
- Promotes a restorative justice approach to managing behaviors and resolving conflicts. Collaborate with users of service, in the creation of creative support strategies to address disruptive behavior in the space
- Experience working with people who reflect our priority client population – people living in poverty, racialized populations, Indigenous peoples, people 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
- Strong oral and written communication skills, with ability to actively and accurately listen
- Proficient with computer technology and various software applications
- Ability to work flexible hours, weekends, and statutory holidays as required

### **Compensation and Benefits**

- For the Health Promotion Harm Reduction Worker, Fred Victor offers a salary of \$51,714.00
- 4 weeks of vacation to start + 1 float day
- Generous paid sick leave allowance
- A comprehensive Dental, Extended Health and LTD group benefits package includes individual and family coverage, including prescriptions, hospital accommodation, hearing care, paramedical practitioners and a wide variety of dental care. Additional insurance includes vision care and travel for emergency medical services.
- 6.5 % of your gross salary will be contributed to a group RRSP on your behalf after successful completion of probation; you will contribute 4% of your gross salary to the same RRSP
- Access to employee and family assistance plan

### **How You Can Apply**

Send your resume and an email describing why you want to be part of the Fred Victor Team by Friday, September 23<sup>rd</sup> to [ggaviller@fredvictor.org](mailto:ggaviller@fredvictor.org) with Health Promotion Harm Reduction Worker in the subject line.

A Police Record Check is required by the final candidate prior to hiring.

All candidates offered a position with Fred Victor from September 30, 2021 onward must be fully vaccinated and provide proof of their vaccination as a condition of employment. Fred Victor will comply with its Human Rights obligations and accommodate employees who are legally entitled to accommodation.

**Accessibility & Accommodation**

Fred Victor is committed to fostering an inclusive and accessible environment where employees feel valued and respected, and where every employee has the opportunity to realize their potential. As such, we welcome and encourage applicants who identify as racialized persons, Indigenous persons, persons with disabilities, and persons across the spectrum of sexual orientation and gender identities and have lived-experience

If you are a person with a disability and require accommodation and/or assistance during the application process, please contact us in advance. We strive to provide reasonable accommodations whenever requested. Information received relating to accommodation requests will be treated with confidentiality.