



INTERNAL/EXTERNAL

Job Title: Housing Worker – Harm Reduction Case Manager

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 per week, Monday to Friday, mixture of day and evening shifts

Supervisor: Senior Manager of THP/SDL

Posting Date: September 9, 2022

Application Deadline: September 23, 2022

Location: 145 Queen Street East, Toronto

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 Transitional Housing Program (THP) is a 20 room residential program at Fred Victor. This position is responsible to provide intensive one-to-one practical support and case management using a client-centred, trauma informed, anti-oppressive and harm reduction approach so that clients are able to maintain their housing and to build their capacity to live independently. The ideal candidate will have proven experience, ability, and skills providing intensive case management services and life skills programming along with a high level of expertise working with people who have experienced street homelessness and have complex and active substance use and/or concurrent disorders. The position requires someone who has demonstrated experience and skills being personable, dynamic and creative in their work with clients, co-workers, supervisor, and community partners.

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

We offer a supportive 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 (Position Summary)

- Conduct regular case management meetings, develop case support plans, housing plans and short and long-term housing goals with clients
- Maintain up-to-date case management files, including accurate client progress notes
- Develop, facilitate, and evaluate life skills programming and community activities
- Positively engage, encourage, assist, and support participants to address housing and program related issues such as: behaviour, personal habits, social isolation, mental health, substance use and hygiene through problem solving and accessing community resources
- Provide Harm Reduction Support

What You Bring to the Team (Qualifications)

- 3-5 years providing Case Management services, or equivalent experience
- 3-5 years working with people experiencing homelessness

- A degree in a related discipline will be considered an asset

What Sets You Apart

- Proven experience, ability, and skills providing intensive case management services and life skills programming to clients using a client-centred, trauma informed, anti-oppressive and harm reduction framework
- Extensive experience and knowledge of mental health and addiction issues, with the application of harm reduction principles and practices
- Substantial experience within the homeless services sector, preferably in addiction services
- Demonstrated respect for, and expertise working with men and women who are or have been homeless, living in poverty, with mental health, substance use, trauma, social isolation, immigration, unemployment/underemployment and/or with history with the criminal justice system
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- Expertise and experience in Mental Health and Addictions Assessments
- Knowledge of psychosocial rehabilitation and recovery principles and an ability to put these into practice
- Diplomacy and Teamwork
- Lived Experience
- Ability to exercise good judgment
- Ability to communicate in another language
- Ability to work flexible hours including weekday and evening shifts

Compensation and Benefits

- For the Harm Reduction Case Manager, Fred Victor offers a salary of \$26.52 per hour
- 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 September 23, 2022 to Robin Masterson at rmasterson@fredvictor.org with "Harm Reduction Case Manager" 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.