

INTERNAL/EXTERNAL

Job Title:	Senior Manager, Supervised Consumption Service (SCS)
Position Type:	Contract (Approx 12 months), Full Time, Non-Bargaining Unit
Number of Positions:	1
Rate:	\$69,576.00 - \$79,930.50 per year
Vacation:	7% Vacation Pay
Benefits:	Dental, Extended Health (100% Employer Paid Premium), float day, paid sick leave for contracts 6 months and longer
Hours:	37.5 hours per week
Supervisor:	Director, Community Programs
Posting Date:	March 7, 2023
Application Deadline:	March 21, 2023
Location:	145 Queen St. E

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 Senior Manager, Supervised Consumption Service (SCS) will be responsible to manage the day to day operations of the SCS program and staff team to ensure this service is responsive to community need, will evaluate the effectiveness of the services being delivered and make corresponding service adjustments. The manager will be responsible for communication with Health Canada and the Ministry of Health and Long Term Care; completion of funder and regulator reporting; active participation in the SCS system across Toronto; will ensure successful operations and integration of the SCS to the 145 Queen East Fred Victor location programs and services; develop and maintain strong internal FV and external complementary service partnerships; and support Fred Victor sector work in the harm reduction, housing, homelessness, and health systems; and support efforts by Fred Victor to develop new programs.

The position requires a commitment and adherence to the vision, values, and goals of Fred Victor as expressed in the mission and strategic plan of the organization.

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

We offer a (high-energy/learning/caring/supportive/collaborative) 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)

- Recruit, hire, train, and directly supervise the SCS team including: Manager, clinical staff, peer positions, social services workers and community positions
- Ensure the safe and effective operation of the SCS through development and implementation of appropriate systems, policies, procedures, and training
- Develop community partnerships that enhance access to addiction services, primary care, mental health supports to improve the wellbeing of service users
- Communication with Health Canada, and the Ministry of Health and Long Term Care; completion of funder and regulator reporting;

- Oversee regulatory requirements of the SCS service. Ensure that all policies and procedures are consistent with Fred Victor's SCS Health Canada Exemption requirements, Ministry of Health and Long Term Care funding agreements, and any other funder agreements or legislation that governs the SCS
- Develop the SCS Program to reflect principles and objectives of harm reduction, social justice and community development and foster service user involvement in the program development and delivery of the SCS
- Participate/Facilitate community engagement activities including: Participation in the Community Liaison Committee, communicating service updates, maintain complaint and feedback tracking
- Prepare funding proposals to meet current and developing needs
- Develop and lead regular evaluation of the service, revising and adapting as required in order to meet service and/or budget objectives
- Represent the organization externally in forums related to funding, program development, advocacy, and partnership
- Develop/Enhance the skills and capacity the staff team with a primary focus on; crisis interventions, de-escalation, overdose response; boundaries, service referrals and safety planning
- Encourage creative problem solving to address behaviours and prevent restrictions from service
- Develop personal proficiencies in overdose response protocols particular to Supervised Consumption Services
- Develop and maintain good relationships with Toronto Police Services, emergency services, and the surrounding community
- Active participation in the SCS system across Toronto,
- Participate in the overnight and weekend Emergency On-Call rotation

What You Bring to the Team (Qualifications):

- Degree from a recognized university in a relevant discipline and/or significant related experience
- 5 years experience developing, supervising, evaluating, training, and coaching staff in a unionized environment
- 5 years health promotion and/or harm reduction experience in a community setting working with homeless and marginalized populations including people who inject illicit drugs
- Significant experience with harm reduction program delivery, values, and strategies
- Experience with mentorship and supervision of peer teams
- Experience working with staff and service users who come from diverse racial, gender, ethnic, and cultural backgrounds and who may have lived experienced of homelessness, living in poverty, mental health, social isolation, and substance use
- Through understanding of systemic issues which affect staff and service users
- Highly developed skills in community development and team building
- Proven financial and budget management skills
- Thorough knowledge of legislation relevant to operating the SCS, including Controlled Dugs and Substances Act, Ontario Human Rights Code, Occupational Health and Safety Act, Employment Standards Act
- Strong understanding of and commitment to harm reduction, trauma-informed, and anti-oppression practices
- Experience supervising and developing staff teams
- Experience supervising and working with regulated health professionals in multi- disciplinary teams
- Experience preparing, and monitoring budgets
- Extensive advocacy, crisis intervention and prevention, conflict resolution, and negotiation skills
- Extensive knowledge of community based resources
- Excellent written and oral communication skills
- Literacy in word processing, spreadsheet, and database computer programs

Compensation and Benefits

- For the Senior Manager, Supervised Consumption Services, Fred Victor offers a salary range of \$69,576.00 - \$79,930.50 per year.
- 7% vacation pay

- Generous paid sick leave and float day (for contracts greater than 6 months duration)
- A comprehensive Dental and Extended Health group benefits package (for contracts greater than 6 months) 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.
- 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 March 21, 2023 to msquibb@fredvictor.org with Senior Manager, Supervised Consumption Service (SCS) 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.