INTERNAL/EXTERNAL

Job Title:	Recovery Facilitator, EPI
Position Type:	Bargaining Unit, Permanent, Full-Time
Number of Positions:	1
Reason for Posting:	New Position
Rate:	$25.72 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, MH&A CM and Housing Support (Team East)
Posting Date:	October 21, 2026
Application Deadline:	Until Filled
Location:	2660 Eglinton Ave E.; various off-site locations if needed

Why Fred Victor?
For 130 years, Fred Victor has been a leader in helping people rebuild their lives in Toronto. Our mission is to improve the health, income and housing stability of people experiencing poverty and homelessness. We are committed to ending homelessness, one person at a time.

This position is part of Fred Victor Centre's Health Services' Early Psychosis Intervention (EPI) team for the Culturally-Oriented Early Intervention Program. Eligibility for EPI program include youth 14-35 who are experiencing early psychosis from a psychotic disorder, including affective, nonaffective, or substance-induced psychosis.

Our services assist people who are having difficulties in day-to-day living as a result of severe mental health challenges or mental health and substance use challenges. Our work is grounded in the lived experience of the clients and the communities we serve and the principles of: anti-racism, anti-oppression, health equity, social determinants of health, and excellence. We are agile, learning and always willing to try innovative things. We provide high-quality mental health case management services and housing stabilization services to individuals with history of chronic homelessness with severe & persistent mental health difficulties.

Our programs work closely with its formal community partners such as hospitals, housing providers, primary care, landlords, formal mental health and addiction systems & internal 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 75 programs and 25 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:
The recovery facilitator interacts with the day-to-day operations of community programming closely serving clients of the Early Psychosis Intervention (EPI) program. Recovery facilitators provide support to individuals facing similar

challenges, particularly with homelessness, mental health, and early experiences of psychosis, by leveraging their own lived experiences to connect with others, offering encouragement and a sense of understanding. The purpose of this role is to embark on a mutual learning experience with clients we serve, rather than assuming the role of a case manager, counselor, or therapist. Activities of this role may include, but are not limited to recovery-related education, participating in group support, and structured positive relationship building, community accompaniment, connecting clients to community support and supporting them to build informal and formal support networks.

Emotional and Practical Support

- Utilize active listening skills from a perspective of empathy and lived experiences to provide support and a sense of understanding to EPI clients
- Support service users in meeting individual goals
- Accompanying clients to service appointments

Community programming

- Work productively within a team to ensure the smooth day-to-day operations of Fred Victor and partner services
- Provide services in accordance to Fred Victor's policies and procedures, including policies around professional boundaries, confidentiality and the staff code of conduct
- Perform administrative tasks such as answering phones, tracking statistics, other documentations as required, etc.
- Participate and support in recovery-based group programming
- Create and facilitate recovery-informed, peer support programming
- Identify, intervene, and effectively deal with crisis and conflict situations. Deal with emergency situations as they arise

Advocacy, empowerment, and community connections

- Reconnect EPI clients to appropriate pathways when referral support is needed as identified by client
- Providing information and advocacy to other support services, both internally and to external organizations
- Build and maintain respectful working relationships with community members and external partner agencies
- Encourage the participation and involvement of Fred Victor community members, tenants and service users

Collaboration and other duties

- Participate in regular meetings and evaluations with the program supervisor. Meet regularly with the program supervisor.
- Observe work related requirements such as punctuality, attending staff/collaborative partnership meetings, meeting deadlines and working with or without direct support
- Other duties as assigned by Supervisor or management team

What You Bring to the Team:

- **Lived experience of psychosis, including affective, nonaffective, or substance-induced psychosis**
- Valid CPR / First aid training
- An interest in or experience working with early psychosis and homelessness and individuals who come from racially and ethnically diverse backgrounds, addictions, mental health, and social isolation

What Sets You Apart:

- Administrative and organizational skills, including an understanding of Microsoft programming such as Word, Excel and Outlook
- An understanding of conflict resolution and de-escalation skills
- A commitment to community development practices

Compensation and Benefits:

- For the Recovery Facilitator, EPI, Fred Victor offers an hourly rate of $25.72
- 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 to **Hiteshi Rushi** at hrushi@fredvictor.org with "**Job Application: Recovery Facilitator, EPI**" in the subject line.

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

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.