Vacancy Posting

Position Title: Harm Reduction Outreach Worker
Employment Status: Part Time Fixed Contract for 1 year with a possibility of extension for another year
Hours of Work Schedule: 28 hours per week
Salary Range: Salary is commensurate on skills and experience, and within the range of $26.44-$30.66 per hour (0.8 FTE)
Position Reports To: Manager, Clinical Services
Director: Director, Clinical Services
Primary Location: 115 Grassmere Ave., Oshawa

Organization Overview

Carea Community Health Centre will be the recognized leader in redefining the experience of community based health and wellness services. We provide access to high quality holistic and inclusive care that is responsive to the needs of the community and empowers individuals to enhance their own well-being. We hold these values equally: (1) **Person Centered;** (2) **Inclusive**; (3) **Compassion;** (4) **Teamwork & Collaboration;** and (5) **Accountability & Reliability**. These five core values embody who we are, how we work, and are fundamental to our culture. Every member of our team demonstrates their commitment to these core values in their everyday activities. These values steer our decision making, guide the delivery of care and services, and govern how we interact with our clients, partners, and each other. Carea will continue to focus on building its capacity to provide a full range of health and wellness services to clients of all-ages across Oshawa, Whitby, Ajax and Pickering.

Position Overview

As a part of the Ontario response to the opioid crisis, this position was developed to provide connections to addictions care and support for clients in the Durham Region who have recently experienced opioid overdose and/or are at high risk for opioid overdose. Working as a member of the Hep C team, the Outreach Worker will provide low threshold outreach to the program/service's target client population, which may be at-risk, marginalized and/or vulnerable sector community members. This position will coordinate, design and deliver health promotion, harm reduction, education and training sessions, provide support services and promote referrals to health care support services and treatment. The Outreach Worker will collaborate within an inter-professional team of health professionals across the community network that influence the health environment targeted to clients, as well as within the Agency's team structure, in support of goals that align with and achieve the Agency's strategy, Mission, Vision and Values.
Services Include:

- Navigation to appropriate services
- Support in accessing Naloxone therapy
- Overdoes prevention education

Note: the Harm Reduction Outreach Worker does not provide long-term case management services, however, they will support clients in accessing the long-term supports as needed

Key Responsibilities:

Outreach and Support

• Active outreach in the region/community that may be frequented by at risk community members living with/at risk of health issues and determinants in order to bridge to program and treatment teams.
• Deliver group and individual support, relevant treatment/service referrals, promotion/prevention and harm reduction education.
• Assist clients with needed paperwork such as applications for birth certificates, health cards, medical appointments, and support applications, as required.
• Accompany clients to medical appointments may be required, to provide emotional support.
• Assist clients to develop their capacities around health promotion/treatment/medical scheduling and health management planning, taking into consideration the reality of the relevant social determinants of health for each individual.
• Support the expansion of health promotion and relevant prevention programs including relevant harm reduction programs.
• May provide first contact support for other health conditions (e.g., substance use/addictions, infectious diseases, etc.) offering testing options at Outreach locations, through primary care teams and health network partners.

Peer Support Program

• Assist with peer program planning and implementation including recruitment, training and evaluation.
• Promote and facilitate the utilization of peer support workers within the program.

Perform other related duties as assigned.

Key Qualifications

1. Social Service Work (SSW) diploma or Bachelor of Social Work (BSW) education is required.
2. Community College graduate certificate in Addictions and Mental Health is an asset.
3. Member in good-standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) is required.
4. At least two (2) years of experience in working in a community setting is required.
5. Demonstrated ability to work with marginalized and culturally diverse populations, including those with chemical dependency, mental illness and HIV positive.
6. Screening, intake, assessment and crisis intervention skills.
7. Thorough knowledge and experience of assigned client population, relevant program/services, harm reduction, health education and peer support models.
8. Strong knowledge of issues affecting marginalized communities and relevant vulnerable sector clients.
9. Experience working with diverse agencies and working successfully in partnership with these agencies.
10. Working knowledge of the local health and social service sector, government programs and current legislation that may affect clients.
11. Demonstrated ability to work under pressure, to anticipate potential problems/conflicts and take appropriate actions and to meet deadlines.

12. Excellent interpersonal, presentation, and communication skills.
13. Demonstrated ability to work independently and as a team member within an evolving role in a multi-disciplinary environment.
14. Excellent advocacy and negotiation skills.
15. Strong commitment to health promotion, community development and adult education.
16. Excellent knowledge of MS computer applications and other office related software.
17. Must be able to work in a variety of social and physical settings.
18. Available to work some evening shifts.
19. Valid driver's license is required.

Working Conditions – Physical/Sensory/ Mental Demands Analysis:

- Required to travel regularly within Durham using own vehicle.
- May experience stress due to regular interaction with clients in crisis.
- May be exposed to illness and unsanitary conditions in which established H&S protocols must be adhered to at all times.
- May be in contact with individuals and families in crisis as a result of mental health issues, substance use and/or not attentive to personal health and safety for themselves.
- Regular interaction and collaborative work with cross-disciplinary colleagues and community care partners.
- Must monitor their own time and stress levels to ensure that they are able to effectively assist clients and colleagues.

Application Process:

1) For Internal Candidates, please send resume and expression of interest to recruiting@careachc.ca **on or before August 16, 2018.**
2) External Applicants – we welcome direct, or referrals of, external applicants. If you are interested in being considered for this position, please submit cover letter and resume outlining your qualifications and expectations by email to: recruiting@careachc.ca **on or before August 16, 2018.**
3) While we thank all applicants for their interest in applying, only those qualified and considered for interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.
4) All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.
5) All positions are subject to the successful completion of the following pre-employment conditions for all external hires: Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening).

Carea is committed to fostering a positive and progressive workforce that is representative of the communities we serve. We will provide equitable treatment and accommodation to ensure barrier-free employment.

In accordance with the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act and

Carea's policies on accommodation, a request for accommodation will be accepted as part of the recruitment/hiring process. To avoid any delays in the recruitment process, if you require accommodation to apply or if selected to participate in an assessment process, you must provide your accommodation needs in advance. You may also be required to submit adequate medical/other documentation to Human Resources to support your request for accommodation.

If you have accessibility needs and require alternate formats or other accommodations please contact Paula Carter, Resource Development and Communications Manager at 905-723-0036, extension 1229, or by email to pcarter@careachc.ca **Carea Community Health Centre and staff are dedicated to creating an inclusive environment that welcomes diversity. Every One Matters! Every One is Welcome!**