



## Job Posting

### Harm Reduction Worker

#### fulltime

The Harm Reduction Worker, as a part of the Harm Reduction Team at the Gilbert Centre, will provide harm reduction support, information and referrals for people engaged in substance use and their supports. This will include interacting with service users onsite and during outreach as well as distributing harm reduction materials. The Harm Reduction Worker uses anti-oppressive, trauma informed principles to build relationships with individuals who may be experiencing homelessness, using drugs or engaged in sex work. This position reports to the Harm Reduction Coordinator, is based in Barrie and conducts outreach in various communities in Simcoe County and Muskoka Region with an emphasis on Barrie, Orillia, Midland, and Bracebridge.

The Gilbert Centre is a registered, not-for-profit, charitable organization that was formed in 1993 as the AIDS Committee of Simcoe County in response to the HIV epidemic in Simcoe County. Since its inception the mandate of the organization has broadened to not only support people at risk of, living with and affected by HIV and HCV, but to also support and celebrate the lives of the LGBTQ communities in Simcoe County and Muskoka Region. Gilbert Centre covers a large catchment area encompassing a significant geographic territory with a mix of small and mid-sized urban environments and rural settings.

#### Responsibilities:

- Distributes harm reduction supplies on site and through in-reach, in addition to during walking outreach;
- Provides overdose prevention support/education to community members, including educate participants and community members regarding use and administration of Naloxone as well as providing take home Naloxone;
- Provides safer drug use equipment to community as requested, including inhalation and needle equipment;
- Participates in needle sweeps as part of outreach and safely collects and disposes of discarded needles and stems;
- Assesses client knowledge of best practice for safer drug use and provides education/information regarding proper drug use techniques to facilitate best possible health outcomes for each client;
- Works with participants to assess drug use knowledge, and provide education and information regarding best practices while promoting autonomy that fit the participants' context and lived experience;
- Educates participants and community members regarding use and administration of Naloxone and provides take home Naloxone to clients where appropriate;
- De-escalates and manages conflict with or among clients at the Centre in accordance with established policies and procedures;
- Provides supportive counseling, community information and referrals to clients that best meet their self-determined needs;
- Monitors and evaluates program activities with the community and makes recommendations for appropriate changes as needed;
- Assists with stocking of harm reduction supplies on site and for outreach activities;
- Attends community based collaborative meetings with other agencies and community partners with regard to drug use, sex work, and poverty;
- Documents interactions with clients and the community for internal and external reporting;
- Collaborates with Gilbert Centre management and staff on projects and activities that strengthen the Centre's programs and services;
- Perform other duties as required.



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**Qualifications:**

- Relevant knowledge and experience of harm reduction principles and strategies, in addition to structural understanding of how structures and policy impact the living experience of people we serve.
- Ideal candidates will have one to two years' experience working in paid or unpaid positions in community based settings with people who use drugs.
- An understanding of health and social issues and factors relevant to people who use drugs, are employed in sex work, the 2SLGBTQ communities, and for people living with HIV and/or HCV.
- Demonstrated commitment to community development, engagement, and accountability practices.
- Ability to work independently, on a flexible schedule and work collaboratively within and across teams
- Proficiency in the use of computer technology
- Formal education in a relevant field of study (social science, health promotion, social work, adult education or any related fields) is an asset and not a requirement.
- French language proficiency is an asset and not a requirement.
- Commitment to social justice, diversity, equity, and anti-oppression principles.
- Demonstrated interpersonal, decision making, conflict management, critical thinking and organizational skills.
- Strong oral and written communication skills
- Valid driver's license and willingness to travel throughout Simcoe/Muskoka for work related duties considered an asset.
- The ability to walk up 3-5 km per shift in a variety of weather conditions in order to provide street based outreach.
- The ability to lift up to 20 lbs.
- The ability to stand for extended periods.
- The ability to wear a backpack with up to 20 lbs for extended periods.

The Gilbert Centre is an equal opportunity employer. We strive to build an inclusive workforce that reflects the rich diversity of the community in which we live. To this end, we encourage applications from persons with lived experience, living with HIV/HCV, members of 2SLGBTQ communities, individuals from First Nations, Inuit, and Métis communities, members of diverse ethno-cultural communities, and persons with dis/abilities.

Email **cover letter and resume** to Colin Green, Program Director at [coling@gilbertcentre.ca](mailto:coling@gilbertcentre.ca) no later than **1:00 pm on Friday April 2, 2021**. Please also let us know which pronouns you would like us to use when corresponding with you (directly and within the Gilbert Centre) in your email or your cover letter.