



Job Posting

Harm Reduction Worker

One Position, 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 who use drugs (PWUD), and their supports. This will include interacting with service users onsite and during outreach, as well as distributing harm reduction materials in various community-based settings. The Harm Reduction Worker uses anti-oppressive, trauma informed principles to build relationships with individuals who may be experiencing homelessness or precarious housing, using drugs, experiencing mental health challenges, and/or engaged in sex work. This position reports to the Harm Reduction Program Manager, is based in Barrie, and conducts outreach in various communities in Simcoe County and Muskoka Region with an emphasis on Barrie, Orillia, South Simcoe, 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 2SLGBTQ+ 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, through in-reach at other agencies, and during walking outreach;
- Provides overdose prevention support/education to community members, including education to participants and community members regarding the use of Naloxone;
- Provides safer drug use equipment to community as requested;
- Participates in needle sweeps as part of outreach, which includes the collection and discarded drug use equipment, such as needles and stems;
- Supports delivery of low-barrier groups and community development initiatives for PWUD, engage in sex work, and/or are experiencing mental health challenges;
- Assesses client knowledge of best practice for safer drug use and provides education/information regarding alternative drug use techniques to facilitate best possible health outcomes when appropriate;
- Works with participants to assess drug use knowledge, and provide education and information regarding best practices that fit the participants' context and lived experience, while promoting autonomy;
- Provides education to service providers and other community members regarding harm reduction and overdose prevention, including use and administration of Naloxone;
- De-escalates and manages conflict with/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, poverty, and homelessness;
- Participates in professional development opportunities to enhance professional knowledge;
- Works to promote health equity and social justice within the scope of the role;
- 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, including team meetings and organizational events;
- Keeps supervisor informed and up to date on relevant issues;
- Perform other duties as required and/or as assigned by supervisor.

Qualifications:

- Relevant knowledge and experience of harm reduction principles and strategies, in addition to structural understanding of how systems and policy impact the lived/living experiences of the people we serve.
- Ideal candidates will have one to two years' experience working in paid or unpaid positions in community-based settings with PWUD. Previous outreach experience is an asset.
- Awareness of and sensitivity to the health issues of a diverse community and experience working with disenfranchised populations (including but not limited to PWUD, those 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 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.
- 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.
- French language proficiency is 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 while providing walking outreach for extended periods.





Additional Information:

- 35 hours per week
- \$43,000 pro-rated annual salary
- This position is eligible for employee health benefits after three months.
- This position is a part of a CUPE collective bargaining unit, which is currently in negotiations to create a collective bargaining agreement that may affect the terms and conditions of this position.

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 with drug use, sex work, homelessness, street involvement; those living with HIV/HCV; members of 2SLGBTQ+ communities, Indigenous peoples, members of diverse ethno-cultural communities, and persons with dis/abilities.

How to Apply:

Email **cover letter and resume** to Sarah Tilley, Harm Reduction Program Manager, at SarahT@GilbertCentre.ca. The posting will remain until we fill the position; resumes will be reviewed starting **Monday March 13th, 2023**. 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.

