

## External Job Posting

**Position Title:** Harm Reduction Outreach Worker

**Employment Status:** Temporary Full-time

**Hours of Work/Schedule:** 35 Hours per week (may require one evening shift per week)

**Position Reports To:** Manager, HPCDS

**Director:** Director, HPCDS

**Location:** Will be required to provide services in the community, across Durham Region; Primary Office location: 115 Grassmere Ave., Oshawa.

**Salary Range:** Annualized salary range \$48,242 - \$58,191 is commensurate on skills and experience, plus participation in HOOPP.

### Organization Overview

Carea Community Health Centre is a 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.

Our name embodies what we do every day – we care. Caring for the health and wellness of our communities' residents is the cause that unites us. It shapes our thinking and guides our actions.

Carea Community Health Centre is a registered charitable organization providing a variety of free, community programs and services including: health promotion and wellness programs; primary care, counselling and mental health; diabetes education; Hepatitis C screening, treatment support, education and outreach; geriatric assessment & intervention; young parent support, youth programs, Indigenous programs; community development programs; and fundraising events which include developing charitable partnerships/sponsorships to fund programs.

In line with the CHC Model of Health and Wellbeing, our expert team works with our clients to provide holistic care, support, and wraparound services that empower clients to improve their health and wellness. We strive to be accessible to those in the community who face access barriers like culture, gender, geographic isolation, homelessness, language, physical disabilities, poverty, and race.

We are Carea Community Health Centre! Care. Compassion. Community.

### 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 Harm Reduction 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 is required to travel regularly within Durham Region. 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
- Overdose 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**

- Post-secondary degree in Social Work, Psychology, Social Sciences, or equivalent is required. A diploma in Social Service Work (SSW) or related field of study with combined work experience will be considered.
- Community College graduate certificate in Addictions and Mental Health is an asset.
- Member in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW), if applicable.
- At least two (2) years of experience in working in a community setting is required.
- Demonstrated ability to work with marginalized and culturally diverse populations, including those with chemical dependency, mental illness, and HIV positive is required.
- Experience working with diverse agencies and working successfully in partnership with these agencies.
- Working knowledge of the local health and social service sector, government programs and current legislation that may affect clients.
- Excellent knowledge of MS computer applications and other office-related software.
- Available to work some evening shifts (example: 12pm to 8pm)
- Valid driver's license is required and access to a reliable vehicle.

### **Working Conditions – Physical/Sensory/ Mental Demands Analysis:**

The Outreach Worker is expected to make face to face contact with individuals from a 2-metre distance. Carea CHC will provide PPE in the form of face masks, gloves, eye protection, and disinfectant. Applicants are encouraged to consider:

- May experience stress due to regular interaction with individuals in crisis.
- Required to travel regularly within Durham using one of Carea's fleet Vehicles or own vehicle.
- May be exposed to COVID-19 illness and will need to adhere to Covid-19 protocol at all times
- May be exposed to illness and unsanitary conditions in which established H&S protocols must be adhered to at all times.
- Exposure to client responsive behaviours; must be aware of own safety and safety of others, within H&S protocols.
- 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.
- Must be able to work in a variety of social and physical settings including walking on uneven surfaces and unexpected conditions.

**Full vaccination (minimum two doses) against COVID-19 is mandatory for this position (Carea CHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).**

**Application Process:**

- 1) 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](mailto:recruiting@careachc.ca). This position will remain posted until filled.
- 2) 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.
- 3) 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.
- 4) 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 Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. Accessibility: If you have accessibility needs and require alternate formats or other accommodations, please contact Human Resources at 905-723-0036, or by email to [recruiting@careachc.ca](mailto:recruiting@careachc.ca). Carea Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.