



**HIV COMMUNITY LINK**  
prevention + support + advocacy

*HIV Community Link Society is an organization delivering services throughout Southeastern Alberta. As a non-profit organization we help people to learn about, prevent, and live with HIV and hepatitis C (HCV) using a harm reduction approach. We offer a fun and energetic environment that provides opportunities for you to utilize your talents and develop new skills.*

## **Well Caseworker**

At HIV Community Link, we have a clear vision: to be the place where a diverse mix of talented people want to come, to stay and do their best work. HIV Community Link's dedication to promoting diversity, multiculturalism, and inclusion is clearly reflected in all that we do. Diversity is more than a commitment at HIV Community Link - it is the foundation of what we do. We are fully focused on equality and believe deeply in diversity of race, gender, sexual orientation, religion, ethnicity, national origin, and any other difference that makes us all unique. We encourage people living with HIV, visible minorities, those with lived experience, and persons with culturally diverse backgrounds to apply.

The Well Program with HIV Community Link in Medicine Hat operates from a harm reduction and human rights philosophy, providing pre-conception and perinatal care to people of reproductive age and ability who use drugs, experience homelessness, and/or are otherwise marginalized. Alongside a Registered Nurse, the Well Caseworker provides health assessment and intervention to participant and child, referrals to mainstream medical and recovery-oriented services when appropriate, system navigation, and advocacy. Well also provides safer sex supplies and contraception options at no cost, as well as sexual health information and education. Through activities delivered in office and in community, including street-level outreach, program staff minimize barriers to care, emphasize the client's intrinsic capacity to reach their health and wellness goals, and ensures client-centered care is integrated throughout the program.

This is a full-time position, 35 hours a week, with flexible day and evening hours from Monday to Friday. Occasional event-based weekend work required. This position requires an empathic and non-judgmental individual who is able to utilize critical thinking, problem-solving, and decision-making skills.

### **Key Responsibilities**

#### **Individualized Support Services:**

- Provide comprehensive in-office and community-based (including street-level outreach) support services to people of reproductive age and ability who are experiencing pregnancy or barriers to accessing reproductive health services and other health and social services.
- In collaboration with the Well Registered Nurse, conduct intake, physical, and mental health assessment and service planning with participants to identify client goals.
- Provide emotional and mental health support, including social inclusion opportunities.
- Provide access to and facilitate integrated referral pathways with other HIVCL and community services related to general health care, sexual and reproductive health (including access to contraceptive options, termination, and adoption services), STBBI

(sexually transmitted and blood borne infections) services, housing, basic needs (food, ID, feminine hygiene products, etc.), income, family law, social supports, parenting, etc.

- Support includes advocacy, transportation, and accompaniments to appointments.

### Community Partnerships

- With the support of the Team Lead, develop and maintain inter-agency collaborative relationships with community partners to enhance service delivery models and to reduce barriers. Includes participation in community meetings and networks.
- Establish and maintain collaborative working relationship with Child and Family Services to reduce child apprehensions where feasible.
- Develop and facilitate education sessions (online and in-person) to partnering agencies regarding program specifics, and on reducing barriers to care for vulnerable and pregnant participants.
- Develop, facilitate, and participate in population specific groups, workshops, and events focused on themes such as harm reduction, pregnancy, perinatal health, substance use, and STBBI awareness and prevention, aimed at increasing social inclusion and developing communities of support.

### Education and Capacity Building:

- Maintain and enhance knowledge of emerging information and trends related to reproductive, sexual, and perinatal health through ongoing, self-directed learning.
- In collaboration with HIVCL Education and Capacity Building, support the research, development, and delivery of training workshops for community partners, service providers, and key populations regarding pregnancy, trauma, substance use, and related issues.

### Evaluation and Administration:

- Participate in and support general HIVCL events and program activities such as distribution of harm reduction supplies and client engagement activities.
- Ensure program accountabilities by maintaining program statistics and service delivery outcome evaluation information as per data collection and reporting requirements. Maintain client records.
- Participate in ongoing program evaluation and reporting processes as required.
- Continuously monitor quality improvement and evaluation of client files and provide information on potential areas for improvement.
- Participate as a collaborative and supportive team member of the HIV Community Link team.
- Support the orientation and training of new program staff as required. Support student and practicum placements as needed.

### Qualifications and Key Competencies:

- Bachelor's Degree or Diploma in Social Work, Addictions Counselling, Psychology, Public Health, or related field. Minimum of two years direct work experience in a front-line or client-focused support setting. Equivalent combination of experience and education may be considered.
- Ability to manage multiple priorities in a fast-changing environment.

- Foundational knowledge of, and theoretical orientation to, intersectionality, trauma-informed, and anti-oppressive practice frameworks.
- Thorough knowledge of local social service programs and community resources.
- Strong knowledge of sexual, reproductive, and perinatal health, mental health, and substance-use. Knowledge of HIV, HCV, and other STBBI prevention, testing, and treatment an asset.
- Demonstrated cultural awareness and responsiveness in working across diverse populations, including experience in working with People Who Use Drugs (PWUD).
- High ethical standards and professionalism, with a demonstrated ability to adhere to strict confidentiality practices.
- Recent experience in working with Child and Family Services an asset.
- Public speaking and presentation experience an asset.
- Non-Violent Crisis Intervention or MANDT, Suicide Intervention, and current First Aid/CPR certification an asset.
- Basic computer skills, including the use of Microsoft Office required.
- Provision of a criminal security check with vulnerable sector search every three years.
- Ability to carry a backpack (up to 25lbs) and travel on foot year-round is required.
- Access to reliable transportation and a valid (non GDL) driver's license is required.
- Provision of a Driver's abstract and proof of \$2 million liability insurance required.

### **Compensation**

The starting salary for this position is \$43,000-\$45,000 per year.

HIV Community Link Society offers a comprehensive health and dental benefits package, including access to EAP services and an RRSP matching program. Employees start at 3 weeks' vacation per year, plus a week off due to office closure between Christmas and New Year's, and receive additional days off including personal days, sick days, and birthday.

### **Application Details**

This position will remain open until a suitable candidate is found. Please send your cover letter, resume, and any other relevant material to support your application via email to [human.resources@hivcl.org](mailto:human.resources@hivcl.org) quoting job reference **HIVCL - 154**.

You must be available for in-person/online interviews. No phone calls please. We thank all applicants for their interest; however only those selected for an interview will be contacted.