



HIV COMMUNITY LINK
prevention + support + advocacy

HIV Community Link Society is an organization delivering services throughout Southern 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.

Casual Harm Reduction Outreach Worker

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.

We are seeking Harm Reduction Outreach Workers in Medicine Hat, Alberta who will be responsible for meeting the support needs of people who use drugs and those at risk or affected by HIV, HCV, and sexually transmitted infections. Working within a harm reduction and human rights-based philosophy of care, this position assists clients to improve overall health outcomes, improve quality of life, and meet individualized goals. This position requires a passionate professional who is committed to developing supportive and respectful relationships through non-judgmental and client-centered service delivery. Key activities include in-office and street-level outreach, substance use debris response, assistance with basic needs, distribution of safer sex and safer consumption supplies, advocacy, and referrals.

These are casual positions (maximum 20 hours per week). Hours of work will be negotiated with the supervisor; however, applicants must be available to work weekdays and weeknights. The position will report directly to the Team Lead, Safelink/Medicine Hat Support Services.

Key Responsibilities

Outreach

- Provide people who use drugs (PWUD) and people living with or affected by sexually transmitted and blood borne infections (STBBIs) with supports, education, and safer substance use and safer sex supplies
- Assess client needs in the areas of health, housing, income, social support, legal, substance use, and basic needs
- Connect PWUD and individuals living with HIV/HCV with supports and resources in the community, and advocate on behalf of clients to address barriers to service
- With the support of the Team Lead and in collaboration with team members, facilitate case discussions to support knowledge development and client-centered care
- Conduct substance use debris mitigation in community spaces
- Provide in-office and community street-based outreach as required

- Prepare and distribute population specific harm reduction tools and safety information
- In collaboration with the Team Lead, develop and maintain inter-agency collaborative relationships with community partners to enhance service delivery and outreach to program target populations
- Coordinate network of services on behalf of clients by bridging communication gaps between client and services providers
- Understand and communicate key agency positions and values in a professional and situation-appropriate manner
- Maintain program statistics, documentation, and participate in ongoing program evaluation and reporting

Education & Capacity Building

- Maintain and enhance knowledge of emerging information and trends in substance-use and sexual health-related issues through ongoing self-directed learning
- Provide education about substance use, sexual health, and harm reduction to at-risk populations in Medicine Hat

Evaluation & Administration

- Ensure program accountabilities through maintaining program statistics and service delivery outcome evaluation information as per database requirements
- 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 of development
- Participate as a collaborative and supportive team member of the Medicine Hat team

Qualifications/ Key Competencies

- Minimum Human Services degree and two years' experience providing frontline services. A combination of equivalent experience and education may be considered. People with lived experience welcome to apply.
- Understanding of harm reduction practices, and the needs of persons who use drugs and those at risk of or affected by HIV or HCV
- Knowledge of HIV, HCV, and other STBBI prevention, testing, and treatment an asset
- Foundational knowledge of and orientation to: intersectionality, trauma-informed, and anti-oppressive practice frameworks
- Strong knowledge of mental health and addictions-related issues and interventions
- Thorough knowledge of local social service programs and community resources
- Thorough knowledge of mental health and addictions-related issues and interventions
- High ethical standards and professionalism with a demonstrated ability to maintain confidentiality and appropriate boundaries
- Works well under pressure and in stressful situations
- Current Non-Violent Crisis Intervention (NVC) or MANDT, Suicide Intervention (ASIST), and First Aid/CPR certifications an asset
- Provision of a criminal security check with vulnerable sector search every three years. A positive criminal record check will not necessarily preclude a candidate from being hired - decisions will be made on an individual basis and all information will be kept confidential

- Ability to carry a backpack (up to 25lbs) and travel on foot year-round is required
- Interested candidates may be required to show proof of COVID-19 vaccination prior to start date
- Valid driver's license and access to reliable transportation is required

Compensation

The starting salary for this position is \$23.00 - \$25.00 per hour.

Application Details

These positions will remain open until suitable candidates are found. Please send your cover letter, resume, and any other relevant material to support your application via email to human.resources@hivcl.org quoting job reference **HIVCL - 156**.

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.