

PERMANENT FULL-TIME HARM REDUCTION WORKER 4 (HRW-4)

Title:	HRW-4
Classification:	Detox Worker 1
Wage Rate:	Grid 20; 27.91 – 29.60
Hours of Work:	Sunday (0900-1700), Thursday-Saturday (0900-2000)
Collective Agreement:	Community Sub-Sector
Union:	Health Sciences Association of BC (HSA)
Location:	Campbell River, BC

Job Summary

The Harm Reduction Worker (HRW) Assists clients with mental health and substance use challenges to live successfully in the community by providing a variety of day-to-day physical, emotional, and social supports, assistance, information, resources, and demonstrations, in accordance with Harm Reduction principles.

The purpose of the overdose prevention site is to improve health outcomes for people who inject drugs by providing a safe, supervised place to do so. Working at the fixed-site location, the HRW will interact with service users, distribute harm and risk reduction materials, provide information and referrals when required. The HRW will work independently and collaboratively with the other health care providers to provide integrated support to clients accessing the site services. The HRW reports to the Coordinator and the Management Team.

Duties and Responsibilities

- Engages positively with people who use illicit substances and other stigmatized populations using a harm reduction approach.
- Builds rapport, provide support and advocate for a diverse range of clients including individuals who are actively using substances and living with significant health challenges.
- Applies sound judgement, stay grounded and use creativity, flexibility and assertiveness when working through often unpredictable situations and emergencies.
- Responds to changeable and sometime volatile behaviours utilizing non-violent communication and de-escalation techniques.
- Performs security duties for the facility such as patrolling buildings and grounds, managing client flow.
- Performs 'clean sweep' of local area looking for and collecting discarded Harm Reduction supplies.
- Supervises and directs clients in peer work activities.
- Performs housekeeping duties such as sanitizing tables, sweeping and mopping floors and dusting.

- Performs administrative support duties such as answering calls, collating intake packages, giving referrals, and providing program information to clients, other agencies, and the public.
- Completes and maintains related records and documentation such as intake forms, incident reports, daily stats and logbooks.
- Works professionally and ethically in a team setting, including the ability to maintain confidentiality, and stay focused on the client's needs.
- Communicates and collaborates with other VIMHS staff and programs, specifically the Sobering and Assessment Centre.
- Performs other related duties as assigned.

Skills and Abilities

- Knowledge of current social issues related to homelessness, mental health and substance misuse
- Knowledge of psychosocial rehabilitation principles
- Demonstrated ability to develop effective relationships following harm reduction principles
- Demonstrated knowledge of community resources including applicable harm reduction resources
- Good interpersonal skills including the ability to display tact and diplomacy
- Ability to interact with people of all ages, identities and cultural backgrounds
- Ability to problem solve and deal with conflict effectively
- Excellent written and oral communication skills to deal with a broad range of professionals
- Ability to work constructively as a part of team
- Comfortable working independently, and in cooperation with others
- Physical ability to carry out the duties of the position
- Ability to operate related equipment
- Ability to organize and prioritize
- Ability to observe and recognize changes in clients

Education and Experience

- Diploma in Community Social Service, or related program
- Certificates in CPR and First Aid
- Comfortable observing people injecting drugs
- Recent, related experience of one year;
- Or, an equivalent combination of education, training, and experience;
- Or, other Qualifications determined to be reasonable and relevant to the level of work

To apply: email resume and cover letter to: admin@vimhs.org