



## **Peer Support Worker– *DESIGNATED\**** Internal and External Opportunity

<b>Position:</b>	<b>Peer Support Worker</b> ( <i>unionized position under NSGEU Local 102</i> )
<b>Reports to:</b>	<b>Manager at the Brunswick Street</b>
<b>Location:</b>	<b>Brunswick Street</b>
<b>Hourly Pay Scale:</b>	<b>\$24.43</b>
<b>Work term:</b>	<b>1.0 FTE, 1-year term position with the possibility of extension</b>
<b>Hours:</b>	<b>37.5 hrs. per week, schedule to be determined by the Manager and may include evening</b>
<b>Deadline:</b>	<b>July 22, 2025</b>

*\*The North End Community Health Centre is committed to being an inclusive organization. To ensure our organization represents the diverse people and communities we serve, this position is **designated for individuals who identify as Indigenous.***

### **About NECHC**

The North End Community Health Centre (NECHC) was established in 1971 in response to an absence of primary health care and other health services in Halifax’s North End. Located on Gottingen Street, we are in the heart of a unique and culturally diverse community. Today, governed by the North End Community Health Association, the NECHC is viewed by area residents as a “beacon of hope” in the community. Much more than a Primary Care Clinic, the NECHC has expanded in response to unmet needs of community members and is highly valued by its patients and clients and their families. NECHC provides services to those living on the margins of society, through MOSH, Housing First and a wide range of community outreach initiatives.

### **Vision**

Strong community - healthy people.

### **Mission**

We support health and well-being in our community through quality primary health care, education and advocacy in an environment in which people are treated with respect and dignity and there is equitable access to services and programs.

### **Values**



Respect. Community. Compassion. Excellence. Innovation

## **Diversity, Equity and Inclusion Commitment**

The North End Community Health Centre is committed to being an inclusive organization. We are working to ensure our organization represents the diverse people and communities we serve. Our position postings encourage members from the following communities to apply:

- 2SLGBTQIA++
- African Nova Scotian and/or people of African Descent
- Indigenous
- People with disabilities
- Language minorities
- People of Color and/or racially visible minorities
- Immigrant and refugee
- Connected to the North End of Halifax

In order to self-declare inclusion in equity groups please complete the self-declaration screening question as a part of your application at <https://nechc.easyapply.co/> or indicate in with your resume and cover letter. Your declaration of membership in any of these equity groups will remain confidential.

## **Job Purpose:**

Brunswick Street Supportive Housing project provides 24/7, wrap-around support to 38 tenants who are 50+ to age in place. A multidisciplinary team of social workers, nurses, occupational therapist, physical therapist and continuing care assistants ensure each tenant has a support plan that meets the physical health, mental health and social needs. In addition, the team has housing support workers 24/7 to support tenants in maintain their tenancies and accessing services.

The Peer Support Worker strives to connect with participants/tenants through shared experience in ways that strengthen hope, reduce power imbalances, and provide social support for those who may be experiencing challenges in their unique journeys. Peer support also aims to maximize independence, and potential and promote recovery. The Peer Support Worker will bring their lived experience and expertise to the work. The peer support worker will provide daily support, programming/groups, and mentoring to participants in various housing and community locations.

They will collaborate with participants to provide individualized and flexible support to engage and integrate them into the community and help facilitate their access to resources and support

## Education and Experience:

- Experience with the mental health system.
- 1-2 years' experience working in a community setting with community members who use substances, have mental health challenges, and/or other vulnerabilities.
- Has gone through the process of at least 24 months of recovery.
- The person can act ethically, demonstrate competence in effective communication and team building, demonstrate effectiveness in working in a collaborative environment, and demonstrate confidence in decision-making and in building relationships.
- Strong understanding of harm reduction principles and approaches
- Strong skills related to adaptability, time management, problem-solving, judgment, communication, interpersonal relations, and healthy boundaries.
- Values diversity with a commitment to equity, diversity, and inclusion
- Ability to observe boundaries, engage in appropriate emotional regulation, refrain from dual relationships with participants, maintain confidentiality, and engage in reasonable self-care strategies designed to reduce stress by balancing work/life responsibilities.
- Extensive knowledge of supports and services in the community, including formal and informal resources.
- Excellent oral and written communication skills
- Ability to demonstrate computer skills, specifically Microsoft Office and Outlook
- A valid Canadian driver's license and the use of a personal vehicle to transport clients is an asset.
- A satisfactory and current Vulnerable Sector Screening

## Position Responsibilities:

- Provide one-to-one support and/or group support with participants, that is consistent with the program framework and peer-centered philosophy and approach.
- Provide a level of support for peers in their journeys that allow for self-determination, personal empowerment, growth, safety, and wellness.
- Maintain and develop a strong level of understanding and initiative in support and connection with peers for local resources, support, and services that they may benefit from, and wish to seek out.
- Demonstrate a strong level of comfort and adaptability in providing support for individuals from diverse backgrounds, life experiences, and for those who may be at



varied stages of their healing journeys around experiences with homelessness and/or substance use.

- Demonstrate and uphold strong knowledge of personal self-care practices and personal and professional boundary-setting.
- Be responsible for knowing when to seek assistance within the team and with the manager and/or other members of staff when specific challenges arise in relation to working with peers, in the workplace, or out in the community.
- Coordinate programming activities with participants and staff for further engagement purposes and community integration which could include arts & crafts, hiking, cooking meals, drop-ins etc.
- Participate in overdose prevention, recognition, response, and post-intervention practices.

## Other Duties

- Maintain relevant, timely and accurate documentation as required
- Attend team meetings
- Communicating well with the multidisciplinary team of intensive case managers, case managers, occupational therapists, mosh nurses, community organizations, etc
- Maintain client confidentiality and clear boundaries
- Adhere to the standards set out in the mosh housing first procedures manual
- Share learning, challenges, successes, community connections, and resources with the team
- Provide feedback and share knowledge toward best practices for service delivery and ongoing program development
- Ensure daily contact with the Manager/Supervisor.

## Professional Knowledge, Skills, and Abilities

- The ability to work positively within our diverse community showing sensitivity to those who experience poverty, discrimination, mental health challenges, and addiction is essential.
- Strong work ethic, positive team attitude, attention to detail, and a high degree of accuracy
- A professional client service attitude
- Commitment to diversity, equity, and inclusion
- Exceptional interpersonal and teamwork skills.
- Strong computer skills and proficiency with workplace technology
- Ability to handle confidential information in an ethical and professional manner.
- Sound problem-solving, planning, prioritization, and execution skills.



North End  
**COMMUNITY  
HEALTH CENTRE**

### **Working Environment:**

- Supportive, exciting, and challenging.
- Will include but not limited to shelters, drop-ins, places where meals are served, streets, apartment units, buildings of tenants/participants, and NECHC offices/buildings.
- Shared office for doing paperwork, etc.

### **Judgement and Initiative:**

- Exposure to usual hazards of health care centers.
- Exposure to unpredictable experiences including but not limited to participant/landlord/stakeholder hostility, exposure to inclement weather, bed bugs, cockroaches, second-hand cigarette smoke, dirty needles, substance use, and other occupational hazards.

### **How to Apply**

Those interested in applying for this position should send their cover letter and resume to <https://nehc.easyapply.co/>

We thank all applicants for their interest, only those selected for an interview will be contacted.

**Note:** A vulnerable sector criminal record check is required for all NECHC employees working directly with clients, participants, and patients.