



Peer Support Worker, Housing First Internal and External Opportunities Brief

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| Position: | Peer Support Worker, Housing First ((unionized position under NSGEU Local 102) |
| Reports to: | Housing First Manager |
| Location: | May Street + Outreach based |
| Hourly Pay Scale: | \$23.25 |
| Work term: | 1.0 FTE, 1-year term position with the possibility of extension |
| Hours: | 37.5 hrs. per week, schedule to be determined by the Manager and may include evening |
| Deadline: | November 26, 2024 |

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 form available on our website at nechc.com/jobs and submit it with your resume and cover letter. Your declaration of membership in any of these equity groups will remain confidential.

Job Purpose:

Housing First is a program of the NECHC. The Housing First team supports folks through place-based and scattered-site caseloads to secure and maintain their housing and achieve individualized goals. Participants will often have a serious mental illness that is often accompanied by substance use, a history of involvement in the criminal justice system, and chronic physical illness. As members of a multi-disciplinary team, staff provide case management services based upon the principles of Housing First, harm reduction, and assertive engagement. We prioritize individuals and couples with multiple barriers (struggles with substance use, chronic health, and mental health) who are African Nova Scotian, Indigenous and/or Two-Spirit, transgender, and/or gender diverse.

The Peer Support Specialist 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 HF Peer Support Specialist will bring their lived experience and expertise to the work. The peer support specialists will provide daily support, programming/groups, and mentoring to participants in various housing and community locations. The peer support specialist collaborates 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 of the Housing First program 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 Housing First participants and Housing First 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 therapist, 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 MOSH Housing First Manager

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 by **November 26, 2024**.

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.