



Job title – Social Worker (BSW) – Designated* Internal and External Opportunity

Position:	Social Worker (BSW) – <i>Unionized position under NSGEU local 102</i>
Reports to:	Manager at The Overlook
Location:	101 Yorkshire Avenue, Dartmouth, NS
Hourly Pay Scale:	\$36.58 - \$48.53
Work term:	1 year term
Hours:	37.5 hrs./week, schedule to be determined by the manager
Deadline:	June 5 th , 2025,

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 **African Nova Scotians**, **people of African Descent** and/or for individuals that 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 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:

The Community Development Social Worker is a professional within the field of social work who focuses on addressing the psychosocial and emotional aspects of community development and engagement for clients residing at The Overlook. Their role is to coordinate and facilitate therapeutic and leisure activities to improve clients' physical, mental, emotional, cultural and social well-being; as well as support tenants to build community connections within the Overlook and outside of it. This Social Work position will assess clients' needs and collaborate with the interdisciplinary team at The Overlook and within NECHC to ensure that clients have opportunities for engagement that considers both their individual and collective mental health needs and their psychosocial well-being.

The Community Development Social Worker will provide programming primarily focused to build community connection and relationships within the building through dedicated programming (80%) and also facilitate connections for Overlook clients to the larger community outside of the building through land-based activities, recreational field trips, opportunities to attend events and other community spaces (20%).



The Community Development Social Worker works from an equity lens and understands the needs of community members experiencing homelessness, poverty, substance use, and marginalization related to trauma, race, gender identity, disability and criminalization. They have skills in system navigation, strength-based interventions, and the ability to interpret and use provincial and federal policy to support clients on issues of poverty, housing maintenance, healthcare access, harm reduction, food insecurity, Income Assistance, pharmacare and other benefits.

Education and Experience:

- Bachelor of Social Work (BSW) from an accredited University.
- 2-5 years' experience preferred
- Licensed and in good standing with Nova Scotia College of Social Workers (NSCSW).
- Understanding of the impacts of the social determinants of health.
- Experience and skill in group facilitation and programming coordination.
- Practice rooted in person-centered, anti-Black racism, anti-oppression, harm-reduction, trauma informed care and decolonization.
- Uphold provincial and federal ethical standards of practice (NSCSW and CASW).
- Knowledge and experience of working with people who have complex needs and who are experiencing substance use, homelessness and/or poverty.

Position Responsibilities:

Client Needs & Program Development

- Assess and respond to Overlook tenants' needs, goals, and barriers based on individual case plans.
- Develop and facilitate on-site life skills, cultural, recreational, and educational programs.
- Ensure programming is trauma-informed, race-conscious, and gender-affirming.
-

Program Facilitation & Conflict Management

- Lead or support facilitation of community-building programs.
- Create and manage the program schedule.
- Handle conflicts during group sessions and maintain inventory of supplies.

Cultural & Community Outreach

- Design and deliver community outreach focused on engagement, cultural connection, and needs-based support.
- Connect tenants to culturally relevant, accessible NECHC and local programs.

Evaluation & Adaptation

- Monitor and evaluate program effectiveness regularly with the Overlook team.
- Adjust programs to reduce participation barriers and increase engagement readiness.
- Provide post-program debriefing and support to tenants.

Administrative & Ethical Responsibilities

- Maintain accurate, confidential records in line with NSCSW and NECHC standards.
- Track and report program data monthly.
- Align all outreach and programs with NECHC's mission, vision, and focus on equity-seeking groups (Indigenous, Black, 2SLGBTQ+ communities).

Team Collaboration & Strategy

- Participate in team meetings, care planning, and strategic programming reviews.
- Support drug poisoning/overdose prevention and response initiatives.

Professional Knowledge, Skills and Abilities

- Must be able to work with a degree of autonomy and demonstrate well developed critical thinking and sound judgement.
- Able to set strong boundaries while being flexible to client needs.
- Strong organizational abilities, time management, punctuality.
- Strong communication skills with the ability to facilitate groups.
- Highly motivated, proactive and creative with the ability to be adaptive and resilient.
- Values diversity with a commitment to equity, diversity, and inclusion.
- Commitment to ongoing learning and development and seeks regular clinical supervision and consultation.
- Navigate and reports ethical dilemmas or situations requiring attention to appropriate people.