



North End COMMUNITY HEALTH CENTRE

Internal and External Opportunity Brief

Position:	Harm Reduction Outreach Worker -MAP
Reports to:	Harm Reduction Manager
Location:	2131 Gottingen Street + Outreach
Pay Scale:	\$21.80 per hour + benefits
Work Term:	1.0 FTE (37.5 hours/week), 1 year term with possibility of extension
Start Date:	November 24, 2022

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 Colour and/or racially visible minorities
- Immigrant and refugee
- Connected to the North End of Halifax

Job Purpose

The NECHC's Managed Alcohol Program (MAP) is a medical harm-reduction program that serves a caseload of individuals with severe alcohol use disorder (AUD) in the community. MAP aims to mitigate the health and social harms associated with AUD through alcohol prescription and scheduled delivery in the context of ongoing assessment and medical oversight, with attention to the social determinants of health.

The Harm Reduction Outreach Worker (HROW) will work with an interdisciplinary team to support community members enrolled in MAP who are experiencing social and physical harms associated with chronic alcohol use disorder and homelessness. Our team provides daily outreach services seven days a week, 365 days a year to MAP participants including individuals who are marginally housed and street-involved. This service involves meeting clients where they are located including in their homes, in housing support programs, in hotels and drop-in spaces. It also involves collaborating with existing community service providers, such as Shelter Nova Scotia, and other housing case managers across our community.

Position Responsibilities

The following duties reflect the broad scope of responsibilities but are not necessarily all-inclusive:

- Maintaining records of supply, ordering, acquiring, and handling significant quantities of harm reduction alcohol supplies.
- Delivering harm reduction supplies with discretion to program participants in their independent and supported living accommodations.
- Completing brief daily notes and assessments of client presentation each visit, and participating in weekly data collection for program evaluation.
- Communicating with the multidisciplinary MAP team that includes physicians, nurses, occupational therapists, and community organizations.
- Connect with MAP clients at Herring Cove Apartments (HCA) in regular intervals.
- Providing limited support for MAP participants who are not matched with an ongoing support service to maintain success in the MAP; this may include referrals and coordinating care with other community agencies such as shelters, housing support workers, mental health and/or public health, and addiction services.
- Contributing to advocacy efforts within large systems such as income assistance, housing, and health.
- Triage service delivery priorities based on internal and external dynamic demands.
- Maintaining clean and orderly work environment, including the storage unit and outreach vehicles.
- 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.

Education, Knowledge and Experience

- 1-2 years' experience working in a community setting with community members who use substances.
- Formal education in social or health fields, addictions or community work, or Human Services Diploma are an asset but not a requirement.
- Strong understanding of harm reduction principles and approaches, and social justice.
- Strong skills related to: adaptability, time management, problem solving, judgement, communication, interpersonal relations, and healthy boundaries.
- Values diversity with a commitment to equity, diversity and inclusion.
- Ability to balance making ethical decisions in the moment, including the ability to relate this decision making to the program policies and procedures, and being collaborative in the team.
- Compassionate, non-judgmental approach to supporting clients whose needs and goals may be different than your own, creative thinking, ability to navigate a crisis situation, de-escalate, and/or pull in more support.

- Valid driver's license required, with a minimum of 2 years driving experience and clean driver abstract. Outreach vehicle is provided by the organization.

Working Environment and Physical Demands

- Supportive, exciting and challenging environment.
- Constant interaction with marginalized and vulnerable people, some reactive, aggressive or verbally abusive.
- Requires bending and carrying heavy objects, and lifting, stacking and organizing heavy objects (25lbs).
- 3-6 hours of driving per day.
- Working in various environmental conditions (weather, varied community settings).

How to Apply

Those interested in applying for this position should email a cover letter and resume to employment@nehc.com **November 24, 2022**. We thank all applicants for their interest, only those selected for an interview will be contacted.

Please note that a vulnerable sector criminal record check is required for all NEHC employees working directly with clients, participants and patients, however we acknowledge that criminalization occurs disproportionately in some communities more than others, and a clear record is not required. Any items that come up on such a record check will be discussed confidentially during hiring. Furthermore, as of **October 4, 2021**, all new hires will be required to provide proof of full vaccination as a condition of employment.