



## HARM REDUCTION HOUSING WORKER External and Internal Opportunity Briefing

<b>Position:</b>	Harm Reduction Housing Worker ( <i>unionized position under NSGEU Local 102</i> )
<b>Reports to:</b>	Manager of Supported Housing
<b>Location:</b>	<b>Overlook</b>
<b>Pay Scale:</b>	\$23.25 per hour + benefits.
<b>Work term:</b>	24 hr/7 day operation including evenings and week-ends.
<b>Hours:</b>	<b>Casual</b> – days, evenings, overnight and weekends – several positions
<b>Deadline:</b>	December 1, 2023 or until filled

### 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

Harm Reduction Housing Workers are accountable for delivering harm reduction programs and services to tenants/participants to support their health and well-being as well as their tenancies as residents of the Overlook, including:

- Delivering 'on-demand' harm reduction supports and programs following a 'housing first' philosophy as part of a collaborative team
- Following prescribed policies and procedures associated with the housing program
- Supporting participants through a person-centred approach
- Attending to overdoses and administering naloxone

Harm Reduction Housing Workers work with an interdisciplinary team to support participants of the Overlook – a place-based harm reduction, peer supported housing program. Tenants at the Overlook experience social and physical harms associated with chronic alcohol use, problematic drug use, chronic health conditions and lengthy homelessness. The team provides 'on-demand' 24/7 harm reduction to tenants, as well as various housing supports around life skills and social inclusion to ensure participants effectively manage their tenancy.

## Position Responsibilities

The following duties reflect the broad scope of responsibilities but are not necessarily all-inclusive. This position will require flexibility, time management, strong communication, and good boundaries to achieve the following responsibilities:

- Supporting participants to develop individualized harm reduction plans to ensure their overall health and well-being
- Monitoring participants health and substance use and determining when to provide additional harm reduction supports
- Delivering 'on-demand' harm reduction supplies and supports to participants in their home or in the building
- Recognizing, analyzing and responding to potential emergency situations, including overdoses
- Supporting participant inclusion within the Overlook community, and the community at-large
- Providing support for a wide variety of on-site and off-site meetings and activities, based on individuals preferences and goals
- Supporting participants with move-in and move-out processes to ensure smooth transitions
- Encouraging tenant participation in decision-making regarding housing and support
- Supporting participants to enhance/develop life skills such as meal preparation, housekeeping, personal care and personal self- management
- Collaborating with community organizations
- Communicating and collaborating with the multidisciplinary team at the Overlook (that includes registered nurses, occupational therapists, social workers, Indigenous cultural support, personal care workers, and others) to ensure high quality of care and support
- Facilitating referrals to health and community supports where warranted
- Maintaining regular contact with, and providing back-up for team members and other staff as required
- Contributing to advocacy efforts within large systems such as income assistance, housing, and health
- Completing data collection and maintaining reports (such as daily notes, statistics, participant harm reduction plans) as well as Incident Reports for follow-up/debriefing
- Support the Manager of Supported Housing and Assistant Manager with development of protocols, policies, procedures and/or reports
- Coordinating maintenance related requests with the Property Management team
- Providing direct assistance to participants preparing for pest control (i.e., bed bugs) or maintenance activities

- Assisting with minor repairs and maintenance (such as changing light bulbs) as required
- Maintaining clean and orderly work environment

## Education and Experience

- Two (2) years' experience working in a community setting with marginalized community members
- Formal education in social or health fields, addictions or community work, or Human Services Diploma are an asset but not a requirement
- Demonstrated experience working with populations impacted by substance use and mental health challenges, homelessness and/or barriers to stable housing

## Special Skills and Knowledge

- Strong understanding of harm reduction principles, social justice, and the social determinants of health
- Strong understanding of the principles of housing first
- Trauma-informed approach to care and support
- Understanding of the current and historic North End Halifax community
- Strong skills related to adaptability, time management, problem solving, judgement, communication, interpersonal relations, and boundary management
- Comfort and skill in de-escalating conflict
- Punctuality and good attendance are a requirement
- Lived experiences with homelessness, former struggles with substance use, and/or criminalization considered an asset to our team

## Physical Demands

- Requires bending and carrying heavy objects (25lbs)
- Lifting, stacking, and organizing heavy objects (25lbs)
- Working in various environmental conditions (weather, varied community settings, building repair and maintenance, with tenants who may be experiencing sickness)
- Constant interaction with vulnerable people, some aggressive or verbally abusive

## Judgement and Initiative:

The HRHW will have the skills to enable them to make judgement calls that will impact the health and safety of the participants of the Overlook. It will be important that the HRHW can strike a balance between making ethical decisions in the moment, including the ability to relate this decision making to the program policies and procedures, and being collaborative in their practice.

## How to Apply

Those interested in applying for this position should send a cover letter and resume to [employment@nehc.com](mailto:employment@nehc.com) as soon as possible and no later than close of business, December 1, 2023 or until filled.

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. Please note that as of October 4, 2021, all new hires will be required to provide proof of full vaccination as a condition of employment.