

## Job Posting

<b>Job Title:</b>	Harm Reduction Worker	<b>Status:</b>	Full-time Weekdays: 10 AM - 6 PM
<b>Department:</b>	Housing Services 351 Lakeshore Blvd East	<b>Union:</b>	Included (CUPE)
<b>Salary:</b>	Level 3 \$26.42/hr	<b>File #:</b>	22-HHS-66
<b>Posting Date:</b>	November 23, 2022	<b>Posting Close:</b>	December 7, 2022

**Dixon Hall Neighbourhood Services (DHNS)** is a multi-service agency located in the heart of east downtown Toronto committed to realizing the vision of a city where everyone thrives. Since 1929, we have been touching the lives of thousands of our community's most vulnerable residents by providing a range of programs and services across every stage of life. We create lasting solutions to end poverty, social injustices, and isolation in Toronto. We value respect, diversity, integrity, care, compassion, and accountability.

Reporting to the Manager, Shelter and Shelter Programs, the Harm Reduction Worker will work proactively and responsively with clients, staff teams, peers and community members to support community members living with persistent alcohol and drug use to maintain their housing and improve their quality of life while working with team members to diminish challenging behaviours in the Downtown East (DTE).

### RESPONSIBILITIES

- Provide individual and group support to homeless, formerly homeless, and community members of the DTE who are marginally housed using an empathic harm reduction approach.
- Provide outreach to potential program participants
- Train and liaise with Dixon Hall staff and members of the de-escalation team.
- Respond to community crises as they develop
- Assist tenants to develop individualized plans of action with short-term and long-term goals and identified strategies to achieve and maintain housing stability
- Facilitate referral of tenants to specialist, hospital or community resources, as appropriate
- Arrange for referrals, including any follow-up appointments, and documentation for medical specialists for assigned practitioners
- Assess and assist tenant to manage episodic and stable chronic health conditions associated with persistent drug and alcohol use
- Participate in case conferences with tenants as needed

- Provide educational support to tenants regarding emerging and persistent challenges related to addiction
- Provide supportive and lifestyle counselling and crisis management when indicated.
- Assist tenants with navigating mental health and addictions services to support their success in maintaining their housing
- Arrange and maintain both regular and intermittent times for home visits with tenants
- Accompany tenants to appointments, medical, legal, or otherwise, when necessary
- Communicate with the appropriate Housing Support Worker and project managers as required
- Advocate on behalf of tenants
- Inform tenants of their rights and responsibilities
- Maintain up to date case notes, progress reports and tenant files
- Compile monthly statistical data and submit reports based on this data

## **QUALIFICATIONS**

- Relevant post-secondary degree/diploma in social services, or equivalent work experience in the field Harm Reduction/Mental Health Support
- Minimum of two (2) years related experience in crisis support, substance use issues, mental health and harm reduction and crisis intervention and counseling skills.
- Demonstrable experience working with homeless, formerly homeless, and marginally housed people
- Demonstrable ability in case management with supportive counseling; strong assessment and clinical skills
- Experience writing reports and maintaining statistical program data
- Excellent advocacy skills and application of therapeutic strategies
- Valid Ontario Class G driver's license
- Clean driver's abstract that has been obtained within the last three months
- Strong written and verbal English language communication skills; fluency in additional languages will be considered an asset
- Knowledge of the Mental Health Act, DSM IV, and psychiatric medications
- Knowledge of best practice guidelines for disorders assessment and treatment
- Knowledge of community agencies and their relevant programs and services
- Self-directed and independent; ability to work effectively as a member of an interdisciplinary team and in collaboration with other community professionals
- Ability to exercise good judgment, flexibility, creativity, and sensitivity to changing client situations and needs
- Demonstrable application of harm reduction principles and strategies
- Able to work flexible hours with occasional travel within the City of Toronto
- Intermediate level of computer literacy utilizing MS Office applications
- Emergency First Aid and CPR certification an asset
- Crisis Prevention and Intervention training/certification an asset
- Must be qualified to work in Canada legally for the employer

- Able to provide a Vulnerable Sector Screening check with a 'Clear' or satisfactory result that meets the operational requirements of the Agency.
- MUST be fully vaccinated (two [2] doses) against COVID-19 with a vaccine that has been approved for use in Canada

To apply, please email your resume and cover letter as a single Word or PDF document to [hr@dixonhall.org](mailto:hr@dixonhall.org) by **December 7, 2022 at 4:30 PM** quoting File **#22-HHS-66** in the email "Subject" line.

Dixon Hall Neighbourhood Services is committed to developing an inclusive selection process and work environment. If contacted for an interview, please advise the hiring manager if you require any accommodation during the interview process. The hiring process is governed by Dixon Hall Neighbourhood Services Race Relations and Employment Equity Policies.