



## POSITION VACANCY (Internal & External)

**Internal Candidates:** Please forward written **letter of interest and resume** in confidence to Felicia Rozon, 101-749 Pandora Avenue, Victoria, BC, V8W 1N9 or email [hire@coolaid.org](mailto:hire@coolaid.org) .

**External Candidates:** Please complete the online **Application for Employment form** found here <https://CoolAid.org/apply>.

**Job Title:** Harm Reduction Worker

**Vacancy Status:** Casual

**Program:** Residential Services

**Work Location:** Rock Bay Landing

**Start Date:** Immediately

**End Date:** N/A

**Hours of Work:** Varied  
6:30am-2:30pm and/or 1:30pm-9:30pm

**Days of Work:** When needed

**Hourly Wage Rate:** \$20.55 - \$23.94 per hour

**Benefits:** This position will receive 9.8% on top of gross earnings in lieu of vacation and statutory holidays

**Job Classification:** Residence Worker, Senior

**Union:** BCGEU

**Collective Agreement:** Community Social Services

### Job Summary

The purpose of the overdose prevention site is to improve health outcomes for people who inject drugs. Most of the people who will use this service will be existing clients of the RBL shelter. Working at the fixed-site location, the Harm Reduction Worker will interact with service users, distribute harm and risk reduction materials, provide information and referrals when required. The HR Worker will work independently and collaboratively with the other health care providers to provide integrated support to clients accessing the site services. The HR Worker works in collaboration with all shelter staff.

### Qualifications

Degree or diploma in a related human or social services field. Two years of direct relevant experience and knowledge in the areas of safer drug use in a harm reduction context, addiction, and support. First Aid certificate, Level HPC training, Overdose Prevention and Naloxone training, and crisis intervention skills.

### Skills & Abilities

- Demonstrated understanding of a harm reduction approach to engage with people who use illicit substances and other stigmatized populations
- Demonstrated ability to build rapport, provide support and advocate for a diverse range of clients including individuals who are actively using substances and living with significant health challenges
- Demonstrated ability to engage successfully and work patiently with individuals who have multiple barriers to stability and have difficulty engaging with service providers
- Ability to apply sound judgement, stay grounded and use creativity, flexibility and assertiveness when working through often unpredictable situations
- Demonstrated ability to respond to changeable and sometime volatile behaviors utilizing non-violent communication and diffusing techniques
- Possess excellent interpersonal communication, conflict resolution, verbal and listening skills, good readings and writing skills, and documentation skills
- Ability and willingness to work as part of a team as well as work independently
- Demonstrated ability to develop effective relationships following harm reduction principles
- Must have the ability to work professionally and ethically in a team setting, including the ability to maintain confidentiality, and stay focused on the client's needs
- Demonstrated knowledge of Victoria area applicable harm reduction resources.