



10121 Yonge Street Richmond Hill, ON
905-780-0491

Job Description

December 29, 2017

POSITION TITLE: Peer Support Worker

DEPARTMENT/PROGRAM: Housing to Health Program

REPORTS TO: Program Manager and/or Executive Director

PURPOSE:

Housing to Health is a collaborative project between Blue Door Shelters, Krasman Centre and LOFT Crosslinks Housing and Support Services. This project will provide comprehensive services for individuals experiencing chronic and episodic homelessness in York Region. The Peer Support Worker collaborates with Housing to Health participants to provide individualized and flexible supports to engage and integrate them into the community, helps to facilitate their access to resources and supports to maximize their independence and potential, and promotes their recovery.

Peer Support Workers have gone through a process of recovery and have obtained peer support related training to assist others with mental health challenges to identify and achieve life goals as part of their own recovery. In collaboration with the Housing to Health team, the Peer Support Worker uses strengths-based and recovery-oriented approaches with individuals and groups to help combat stigma, promote self-determination, and instill hope.

LOCATION:

Krasman Centre Drop-in, Blue Door Shelters locations, Loft Crosslinks locations, travel to various locations throughout York Region including visits to various community partners

EQUIPMENT/MACHINERY/TOOLS:

Computer, cell phone/telephone, fax machine, copier, calculator, reliable vehicle/valid Canadian driver's license and proof that insurance covers use of personal vehicle to transport project participants

RESPONSIBILITIES:

- Support the delivery of the Housing to Health project
- Engage with individuals, orient individuals to role of peer support worker, and identify need for service
- Build rapport and provision of basic needs support and harm reduction supplies
- Collaborate with individuals, promote self-advocacy and support individual to advocate for themselves
- Provide information on self-help, recovery/wellness, crisis planning and prevention and empowerment tools as requested by the person
- Participate in Drop-ins for regular follow-up and informally link individuals to broader social networks as well as service supports
- Actively participate as a Peer Support Worker on the Street Outreach van (three shifts per month), training provided
- Provide ongoing and relevant life skills training and supports both before and after individuals are housed
- Provide individual and group peer support
- Provide opportunities for individuals to participate in peer-led recovery education groups
- Uphold the rights of participants to have their voice heard
- Engage in limited assessment, using the least harmful and non-stigmatizing language, and carryout in collaboration with the participant
- Function as a positive role model and practice good self-care.
- Educate team and broader community on peer support and peer support principles.
- Participate in Housing First related training offered to all staff at collaborating agencies around the barriers faced and crisis management for this specific population
- Coordinate multiple annual social and information-sharing events on various topics of interest to support individuals overcome social isolation
- Communicate the participant's goals and plans to other Housing to Health team members in order to ensure seamless support.

- Work closely with the Housing to Health project team and the shelter teams at Blue Door Shelters.
- Build, maintain and strengthen working relationships with community service providers, including expanding the existing list of community supports.
- Collaborate in internal case management meetings, and meetings with other service providers.
- Follow up with collaborating organizations and partnering agencies to ensure data relating to Housing to Health participants are being appropriately recorded, maintained and submitted to Blue Door Shelters.
- Complete documentation and data collection as required and submit to Supervisor and Blue Door Shelters as required
- Provide regular monthly reports
- Able and willing to practice and promote harm reduction practices and anti-oppression practice
- Attend internal staff meetings and staff training as required
- Maintain the confidentiality of all participant and agency information
- Other duties as assigned.

OCCUPATIONAL HEALTH & SAFETY

All employees are responsible for carrying out work in a way that does not adversely affect their own health and safety and that of others. All employees are expected to learn, understand and adhere to health and safety policies and procedures.

EDUCATION, SKILLS AND KNOWLEDGE:

- Self-identify as an individual who has experienced marginalization/oppression as a result of having mental health issues and/or homelessness, and/or addictions
- Personal experience in recovery from a mental health and/or addiction challenge, and ability to draw upon wellness and recovery in providing intentional peer support
- Ability to engage in participant interactions, which negotiate complex boundaries of self-disclosure and appropriate working relationships.
- In-depth knowledge of recovery and peer support movements
- Ability to apply Recovery principles and empowerment-oriented philosophies and practices in work with participants
- Knowledge and skills in applying harm-reduction principles
- Knowledge and skills in providing support from an anti-racist, anti-oppression framework
- Knowledge and experience in providing trauma-informed peer support
- Ability to meet and engage participants “where they are at”
- Understanding of issues of homelessness and rehousing issues
- Advocacy and counseling skills that are person-centred
- Knowledge of relevant mental health, health and housing related legislation
- Extensive knowledge of local community mental health services and other resources, including formal and informal supports

- Direct experiential knowledge of community supports and services an asset
- Excellent oral and written communication skills
- Skills in Peer-informed documentation
- Strong computer skills, and ability to collect relevant data, and submit reports as required in timely and accurate manner
- A second language reflecting the local community is an asset

SCHEDULE/WORKING CONDITIONS:

Full-time, contract position with potential opportunity for renewal. Some weekend and evening shifts required. Frequent travel to various program sites throughout York Region. Since the workplace involves visits to participant's homes, staff may be exposed to second hand smoke while performing their job duties.

HOW TO APPLY:

- Krasman Centre is a progressive work environment committed to employment equity, and promotion of diversity in the workplace. *Those who would contribute to the further diversification of the organization are welcome to apply and include, but are not limited to*, members of racialized, immigrant, indigenous and LGBTQ2S+ communities, and people with disabilities.
- Accommodations are available on request for candidates taking part in all aspects of the selection process as per the Ontario Human Rights Code.
- If you require assistance with the application process or wish to receive this posting in an alternate format, please contact us at the below mentioned email addresses.
- Email a cover letter outlining your interest in the position as well as a copy of your resume to s.dobson@krasmancentre.com and julie.shand@krasmancentre.com.
- As this position needs to be filled immediately, the posting will close **January 12, 2018 at 10am**
- While we sincerely appreciate all applications, only those candidates selected for interviews will be contacted.