



JOB POSTING

Harm Reduction Training and Outreach Peer Supporter - Adopting Harm Reduction into Practice: Engaging Community Partners Serving People Experiencing Homelessness, People Who Use Drugs & Decision Makers (Collaborative Program with ASCO, CAYRCC, YRPH, 360kids, LOFT)

Full-Time contract until March 31, 2025

SPECIAL NOTE: A reliable vehicle, valid driver's license, and insurance are required for this position.

Introduction to Krasman Centre

Incorporated in 1998, Krasman Centre is a community based mental health and addiction Consumer/Survivor Initiative serving York Region, north Toronto and South Simcoe County. All our staff and volunteers are individuals with direct lived experience, of mental health and/or substance use challenges and/or as family members/caregivers, in keeping with our Consumer/Survivor Initiative model. We offer a wide range of peer-support-based programs and services including:

- Peer Support Drop-In Centres
- 24/7 Warm Line and Peer Crisis Support Service
- Mobile Peer Support Outreach
- Family Support Program
- Peer Support training programs
- Peer Navigators embedded in hospital Emergency Departments
- Peer Supporters in Withdrawal Management Programs and RAAM clinics

More information about Krasman Centre can be found here: www.krasmancentre.com

Peer Support is a respectful relationship between the Peer Supporter and the individual that promotes empowerment, trust and mutuality and supports individuals to make changes and decisions to address their current level of distress and enhance their recovery and wellness. Peer Support uses recovery-oriented principles with individuals to help combat stigma, raise self-esteem, improve self-concept and instill hope. Peer Supporters have direct lived experience with mental health / substance use challenges, have gone through a process of recovery and have obtained peer support

related training to assist others with similar lived experiences. For this Peer Support position, lived experience with substance use, is a requirement. The Peer Supporter defines, models, and mentors recovery values, attitudes, beliefs, and personal actions in order to encourage wellness and resilience. Activities of peer support promote self-directed recovery by emphasizing the person, rather than the identified mental health, substance use/addiction challenge.

ORGANIZATIONAL ALIGNMENT

This key position will support the following **Strategic Goals**:

- Sustainable Growth
- Operational Excellence
- Health Equity and Inclusion

PURPOSE:

This is a Substance Use and Addictions Program (SUAP) project, funded by Health Canada. This program will promote harm reduction policy change for local service providers and deliver harm reduction and overdose prevention services for people who use drugs in York Region, ON, including rural communities. The program is a partnership between: Addictions Services Central Ontario, CAYR Community Connections, Krasman Centre, Regional Municipality of York Region, LOFT Community Services, and 360Kids Support Services. These agencies will be represented on the program Steering Committee. The project will create a peer-led harm reduction and stigma toolkit, inclusive of curricula and tools, to increase the knowledge and capacity of frontline staff in local community health and social service agencies that provide services to people who use drugs. In addition, this project will develop and deliver workshop(s) for primary care providers on the principles and practices of harm reduction in partnership with an addiction physician partner and supported by ASCO. The goal will be to promote harm reduction policy and practice change in local shelters and housing services, Community Health Centres, clinics, outreach service and other settings.

The project will also deliver a range of in-person and virtual harm reduction services directly for people who use drugs.

POSITION DESCRIPTION:

The Peer Supporter for this position will be an individual with personal lived experience with substance use/addiction challenges to support in the development of Harm Reduction Curricula / Education Toolkit, to deliver Harm Reduction Education workshops to service providers across York Region and to provide direct peer support to PWUD, including Harm Reduction Education and Supplies Distribution through this collaborative program.

DUTIES:

- Support the design and delivery of the Adopting Harm Reduction into Practice project – specifically, contributing to the development and delivery of Harm Reduction Education workshops to various audiences and in various settings.
- Engage and build rapport with PWUD, orient individuals to role of a peer support worker, and
- Provide in person outreach harm reduction and peer supports throughout York Region in various settings
- Assembly and distribution of harm reduction supplies, including but not limited to drug checking kits, safer use kits, and naloxone.
- Maintain inventory and reporting for harm reduction supplies
- Demonstrate harm reduction-based knowledge and skills
- Demonstrate anti-racism anti-oppression knowledge and practice
- 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
- Provide individual and group-based peer support
- Uphold the rights of PWUD/program 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.
- Work closely and collaboratively with the Program Manager (CAYR employee) regarding the coordination and delivery of the project.
- Work collaboratively with all members of the Adopting Harm Reduction into Practice project team towards successful delivery of the program
- Build, maintain and strengthen working relationships with project partners and other community service providers
- Participate in project meetings, and meetings/ committees etc. with other service providers as appropriate.
- Complete documentation and data collection as required
- Contribute to the development and implement of evaluation of the project
- Provide regular monthly reports
- Attend Krasman Centre-specific staff meetings and staff training as required
- Maintain the confidentiality of all participant and agency information
- Other duties as assigned.

EDUCATION, SKILLS AND KNOWLEDGE:

- Self-identify as an individual who has lived experience with substance use/ addiction challenges
- Personal experience in substance use / addiction recovery

- In-depth/current knowledge and understanding of foundational principles and practices central to Harm Reduction
- Peer Support training, Harm reduction training and Group Facilitation training are strong assets
- Previous experience in providing Peer Support is a strong asset
- Direct lived experience with harm reduction approaches related to substance use
- Experience and training in developing and delivering trainings/workshops in group settings (in-person and virtual)
- Ability to engage in participant interactions, which negotiate complex boundaries of self-disclosure and appropriate working relationships.
- In-depth knowledge of recovery, harm reduction and the peer support movements
- Familiarity with the principles and values of peer support and Intentional Peer Support
- 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 mental health, substance use and homelessness issues
- Knowledge of relevant mental health, health and housing related legislation
- Extensive knowledge of local community mental health, addictions and housing services and other resources, including formal and informal supports is a strong asset
- 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 a timely and accurate manner
- A second language reflecting the local community is a strong asset

OTHER ATTRIBUTES:

- Excellent Communication skills, able to successfully communicate with a range of individuals and groups
- Excellent networking and community building skills
- Excellent planning and organizational skills
- Excellent objective decision-making skills, using rationale and logic
- An approachable person, able to make others feel at ease in their presence
- Able to work with others in a collaborative and constructive manner
- Able to reflect on the organizational strategy whilst delivering the operational requirements

PEER SUPPORT VALUES:

- Hope and recovery – acknowledging the power of hope and the positive impact that comes from a recovery approach.
- Self-determination – believing that each person intrinsically knows which path towards recovery is most suitable for them and their needs, noting that it is the peer’s choice whether to become involved in a peer support relationship.
- Empathetic and equal relationships – noting that the peer support relationship and all involved can benefit from the reciprocity and better understanding that comes from a similar lived experience.
- Dignity, respect and social inclusion – acknowledging the intrinsic worth of all individuals, whatever their background, preferences or situation.
- Integrity, authenticity and trust – noting that confidentiality, reliability and ethical behaviour are honoured in each and every interaction.
- Health and wellness – acknowledging all aspects of a healthy and full life.
- Lifelong learning and personal growth – acknowledging the value of learning, changing and developing new perspectives for all individuals.

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.

Physical requirements of the role include but are not limited to sitting, standing, walking, light lifting.

EQUIPMENT/MACHINERY/TOOLS:

Computer, cell phone provided by the Adopting Harm Reduction into Practice project.

SCHEDULE/WORKING CONDITIONS:

- Full time (5 days/ 37.5 hours per week) contract position until March 31, 2025.
- Some weekend, evening and holiday working hours may be required.
- Frequent travel to various program sites throughout the catchment area of York Region.
- In person (community) and virtual supports (from safe confidential space) will be required
- Salary Range: \$45,825 - \$50,700 per annum

PLEASE NOTE:

- This position is conditional upon the candidate being in adherence with the current Covid-19 Vaccination policy of the Krasman Centre
- This opportunity is being posted internally and externally simultaneously. Preference will be given to internal applicants who meet the requirements of the position.

HOW TO APPLY:

Email your resume and cover letter to [Dylan \[d.delariviere@krasmancentre.com\]\(mailto:Dylan.d.delariviere@krasmancentre.com\)](mailto:Dylan.d.delariviere@krasmancentre.com) and [Julie \[Julie.shand@krasmancentre.com\]\(mailto:Julie.shand@krasmancentre.com\)](mailto:Julie.shand@krasmancentre.com)

Your cover letter should include:

- Why you would like to work in this collaborative program
- How your experiences match the job requirements.
- What specific skills you can bring to this role.

Please quote “**Application – Harm Reduction Training and Outreach Peer Supporter**” in Subject Line of your email

This posting will be **Open until filled**

While we sincerely appreciate all applications, only those candidates selected for interviews will be contacted.

Krasman Centre is a progressive work environment committed to employment equity and promoting diversity and inclusion in the workplace. Those who would contribute to the organization's further diversification are welcome to apply. These include, but are not limited to, persons with disabilities, Black, Indigenous, First Nations, Métis, and Inuit peoples, members of racialized communities, and 2SLGBTQIA+ persons.

If you require assistance with the application process or wish to receive this posting in an alternate format, please contact us:

General email address: info@krasmancentre.com, Toll free phone #: 1-888-780-0724

Accommodations are available on request for candidates taking part in all aspects of the selection process as per the Ontario Human Rights Code.