



JOB POSTING

Outreach Peer Supporter – Wellness Collaborative

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/ addictions challenges, 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

POSITION DESCRIPTION:

The Peer Supporter for this position will be an individual with personal lived experiences with substance use/addiction challenges to provide peer support through our Wellness Collaborative Outreach and In-Reach at our Drop-In Centre Programs.

DUTIES:

Outreach Peer Support

- Orient the people requesting support to the peer support role including an understanding of the non-clinical and voluntary nature of peer support
- Practice and promote harm reduction philosophy and principles
- Provide support in a manner consistent with recovery philosophy, which emphasizes peer and natural supports, and the de-escalation of distress
- Provide information about and encourage accessing the full range of supports available
- Provide information on individual advocacy, self-help, recovery/wellness, crisis planning and prevention, and empowerment tools as requested by the person
- Collaborate with individuals, promote self-advocacy and support individual to advocate for themselves
- Complete statistical information and documentation as required based on agency guidelines, using strength-based, recovery supporting language.
- 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
- Provide peer support services reflective of the diverse needs of the individual
- Self-reflection, identification, authentic listening and communication of one's own direct experiences, for the benefit of the person they are supporting, relating to issues such as:
 - living with addictions challenges
 - personal experiences of recovery
 - Issues stemming from substance use, for example, housing, vocation, education, finances, physical health, and relationships.

- Provides information about agency programs and services and other community resources to individuals, and with their permission, family and significant others.
- Utilizes their lived experience with addiction challenges as they support individuals in determining their unique goals and objectives.
- Provides a source of encouragement and hope, partnering with individuals as they move towards their self-determined goals.
- Practices the principles of anti-racism, anti-oppression
- Builds peer relationships with individuals, supports them in identifying their strengths and in making choices which promote wellbeing and safety for individuals.
- Works collaboratively with interdisciplinary teams to provide comprehensive services and supports to individuals
- Assists in developing recovery goals and plans with individuals such as WRAP (Wellness and Recovery Action Plan) for addictions.
- Assists in planning, and implementation of peer-based programs and activities.
- Support individuals with building their social connections in the community.
- Participates in supports and services development discussions with colleagues.
- Attends team meetings, supervision and training sessions, as assigned
- Maintains timely and comprehensive documentation as required by the agency.
- Develops and maintains extensive knowledge of the supports and services in the areas of North Toronto, South Simcoe and York Region)
- Promotes agency programs and services and other community resources to individuals affected by addictions.
- Establishes effective working relationships with hospitals, physicians, emergency shelters, community mental health and addiction providers, housing providers, and other community agencies and resources and helps individuals to navigate services.
- Engages in community capacity building to support individuals.
- May be required to sit on internal committees and/or attend external meetings o/b/o the agency, as needed/ approved.
- Participate in public education, outreach functions and activities and public relations / marketing opportunities as required
- Other duties and responsibilities as assigned

Drop-in

- Work in partnership with all staff to help create and sustain a warm and supportive drop-in centre through the provision of direct service and participation in program delivery that encourage wellness. This also includes other activities such as purchasing program supplies, and cleaning and site maintenance related to ensuring the effective and safe operation of the site and programs. Peer Supporters will *not* provide counselling or case management services.
- Maintain appropriate and professional relationships with other staff, service users and community partners
- Orient participants to the Drop-in

- Provide Peer Support (in both 1:1 and group formats), that is harm-reduction based, trauma informed and culturally safe and affirming
- Build rapport and provide of basic needs support and harm reduction supplies as needed
- Facilitate appropriate community referrals
- Collaborate with individuals, promote self-advocacy and support individual to advocate for themselves
- Uphold the rights of participants to have their voice heard
- Complete documentation, including reports, and collect statistical data as required
- Maintain the confidentiality of all participant's and agency information at all times

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 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, stairs, light lifting.

EQUIPMENT/MACHINERY/TOOLS:

Computer, cell phone provided by Krasman Centre

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 - \$46,800 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 [Wren w.braaten@krasmancentre.com](mailto:Wren.w.braaten@krasmancentre.com) and Julie.shand@krasmancentre.com

Your cover letter should include:

- How your experiences match the job requirements.
- What interests you in this role
- What specific skills you can bring to this role.

Please quote “**Application – Outreach Peer Supporter – Wellness Collaborative**” 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.