



## Manager, Harm Reduction Programs and Services

### POSITION SUMMARY:

The Manager, Harm Reduction Programs and Services is responsible for the development, implementation, coordination, supervision and evaluation of direct harm reduction programs and services in accordance with standards set out by the Positive Health Network and our respective funders.

As a member of the Management team, the Manager participates in strategic planning, budgeting, and problem solving along with initiatives that support the overall agency. The Manager works within guidelines, policies, values, and mission of the organization and is accountable and responsible for the outcomes of the harm reduction programs and services. The Manager supervises 14 direct service positions within the agency.

This position is directly responsible for the management of the Positive Health Network's harm reduction programs and services across Hamilton, Halton, Haldimand, Norfolk, and Brant. This includes office-based services, community outreach and education initiatives, as well as mobile outreach programs.

The Manager, Harm Reduction Programs and Services supervise frontline harm reduction programming staff and is responsible for collaborating with the team and leadership to achieve the outcomes of these services and ensure efficacy and evaluation of the harm reduction program.

### PRIMARY RESPONSIBILITIES:

- Provide supervision and support to staff of the harm reduction program.
- Liaise and collaborate with community partners.
- Promote harm reduction in the community.
- Engage people with lived experiences and support developing, coordinating, and facilitating training of peer programs.
- Provide education and coordination for student placements for field work practice and/or observation in collaboration with designated staff.
- Participate in regular supervision and team meetings, and agency events.



# POSITIVE HEALTH NETWORK

- Comply with requirements of the Positive Health Network, SEIU Collective Agreement, Health Protection and Promotion Act, Mental Health Act, Personal Health Information Protection Act, and other relevant legislation.
- Maintain records, reports, and statistics necessary for program functioning, monitoring, evaluation, and reporting.
- Participate in provincial and regional harm reduction network meetings and activities.
- Accept and maintain responsibility for professional competency as appropriate to designated discipline or registered association standing.
- Professional development and other duties as approved by Executive Director, including team staffing coverage for the Positive Health Network harm reduction programs and services.

## **QUALIFICATIONS:**

- A post-secondary degree or diploma in a health-related field or social services discipline or equivalent
- Demonstrated supervisory experience in a social service/non-profit and unionized setting.
- In-depth knowledge of the of the social service networks in the Hamilton, Halton, Haldimand, Norfolk and Brant regions.
- Current understanding of the issues facing people with a history of substance use, people living with HIV/AIDS, and populations who may be more impacted by HIV.
- Flexible to challenges as they arise and the ability to remain calm under pressure.
- Effective communication skills in English, both written and oral, is required.
- Excellent organizational skills and diligence
- Ability to manage confidential/sensitive information with discretion and maturity.
- Demonstrated ability to communicate effectively in conflict and other situations that may require tact, diplomacy, and discretion.
- Demonstrated proficiency with computer systems, (i.e., Word, Excel, Outlook)



# POSITIVE HEALTH NETWORK

**WHAT WE OFFER:** This is a full-time, permanent (35 hours/week) position with Positive Health Network. We offer a competitive compensation package, including comprehensive benefit package.

Position: Manager, Harm Reduction Programs and Services  
Status: Management  
Supervisor: Executive Director  
Supervises: Direct program and service staff (14 direct reports)  
Salary: \$65,000-\$74,000 + Benefits (starting salary commensurate with qualifications and experience)  
Location: Hamilton, Ontario

## HOW TO APPLY:

Please forward your electronic resume and covering letter by email only no later than 9:00 am on Monday, September 29th, 2025, to [recruitment@positivehealthnetwork.org](mailto:recruitment@positivehealthnetwork.org)

*The Positive Health Network values inclusion and diversity and promotes access and equity using an anti racism, anti oppression framework. Persons living with HIV are encouraged to apply.*