



# POSITIVE HEALTH NETWORK

Hamilton • Halton • Haldimand • Norfolk • Brant

## JOB POSTING

April 1, 2026

If you are interested, please forward your resume and cover letter by email no later than **9:00 am on Wednesday, April 15<sup>th</sup>, 2026** to [recruitment@positivehealthnetwork.org](mailto:recruitment@positivehealthnetwork.org)

### Post-Care Harm Reduction Worker – (Full Time Contract)

#### POSITION SUMMARY:

The purpose of the Post-care Harm Reduction and Coordination: Supporting Underhoused People Who Use Drugs Project is to support individuals who use drugs and are experiencing economic insecurity, issues related to housing/homelessness and lack of connections to health and social services following an urgent healthcare interaction. The Harm Reduction Worker position is a position that reaches out to people who use drugs to increase knowledge, access and awareness of harm reduction practices and to increase access to community services following an urgent healthcare interaction (e.g., following discharge from hospitals in the Hamilton area or following emergency service interactions in the community).

This position is responsible for providing harm reduction outreach services in Hamilton. This position will work in partnership with the BOH of Hamilton Public Health Services, Hamilton Paramedic Services, local hospitals, Hamilton Social Medicine Response Team (HAMSMaRT), The Harm Reduction Worker will report to the Program Manager of the Mental Well-Being and Substance Use Program for the work related to the project and to the Manager, Harm Reduction Programs & Services at Positive Health Network for employment related issues. This is a temporary full-time direct frontline position until **November 30, 2026**, with the possibility of contract extension that provides supportive counselling services, referrals, and supports participants in community development, promotes harm reduction, and supports peer

1-866-563-0563  
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Suite 101, Lower Level  
Hamilton, ON L8N 1B2

Hamilton Office Hours:  
Monday to Friday  
10:00 am to 4:00 pm



engagement in the program. The Harm Reduction Worker position is also responsible for Program administration and supports accountability to meet reporting requirements for the funded Program.

#### **PRIMARY RESPONSIBILITIES:**

- Provide support, assistance and referrals to service users who are experiencing housing and income instability and who use drugs following an urgent healthcare interaction.
- Engage in community-based outreach with people who use drugs and in partnership with community organizations as well as providing harm reduction distribution.
- Provide brief supportive counselling and harm reduction resources and information during outreach and provide ongoing support, practical assistance and appropriate referrals to services as appropriate and needed.
- Develop and work in partnership with local service providers to formalize referral processes and participate in community development and local networks with service providers to identify gaps in services, share information and coordinate services.
- Promote harm reduction in the community.
- Provide follow-up support to individuals who have experienced drug poisonings.
- Work with peers both within the project and with other community programs.
- Work collaboratively with members of the Mental Health and Street Outreach Program
- Participate in regular supervision and team meetings, and agency events.
- Comply with requirements of Positive Health Network and the BOH of Hamilton, Public Health Services, Mental Health Street Outreach Program, Health Protection and Promotion Act, Mental Health Act, Personal Health Information Protection Act and other relevant legislation.
- Comply with the requirements of the BOH of Hamilton, Public Health Services, Mental Well-Being and Substance Use Program and the Health Protection and Promotion Act, Mental Health Act
- Maintain records, reports, and statistics necessary for program functioning, monitoring, evaluation and reporting.
- 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 or designate, including team staffing coverage for Positive Health Network’s harm reduction programs.

## **QUALIFICATIONS:**

- 3+ years of experience in harm reduction/syringe distribution program, addictions, and/or community outreach services in a frontline capacity.
- Ability to communicate effectively with the public regarding harm reduction strategies and approaches.
- Post-secondary education in related field, with bachelor’s degree in social work and/or equivalent college education and training in addictions and social services preferred.
- Demonstrated ability to effectively engage people who use drugs and/or provide outreach and support services to marginalized communities.
- In-depth knowledge of issues facing people who use drugs and community resources and services in Hamilton area.
- Demonstrate excellence in communication and interpersonal skills
- Training and experience in crisis prevention and de-escalation preferred.
- Flexible to work schedule outside regular daytime office hours, including evenings and weekends.
- Able to work autonomously and as part of a team; and able to take initiative and independently organize to achieve work plan objectives.
- Demonstrate effective decision making and problem solving in emergent and non-emergent situations and exercise tact, diplomacy and discretion under pressure.
- Able to work proficiently in computer and online databases including Microsoft Office, Windows, and complete regular data entry, monitoring, and Current First AID certification
- If the individual is a Registered Social Worker or registered with any professional college, they must be in good standing with such College, follow applicable codes of ethics and standards of practice and meet such other standards of the regulatory organization as applicable.
- Provide a vulnerable sector criminal records check satisfactory to the Community Agency



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- Must have valid Ontario G Class driver's license and clear driving record, preferred access to and regular use of own vehicle.

**WHAT WE OFFER:** This is a temporary full-time position with Positive Health Network (legal name The AIDS Network) ending on November 30, 2026, with possibility of extension. The current salary for this position is **\$52,436.16** per year and is funded by the City of Hamilton. We offer a competitive compensation package, including comprehensive benefit package.

## **Working conditions**

- This is a full-time contract position based on 35 hours per week.
- Able to work occasional weekends and evenings as needed.
- The incumbent is expected to behave ethically, demonstrate competence in effective communication and team building, and to work in a collaborative manner.

**HOW TO APPLY:** Please forward your electronic resume and covering letter by email only no later than **9:00 am** on **Wednesday, April 15th, 2026**, to [recruitment@positivehealthnetwork.org](mailto:recruitment@positivehealthnetwork.org)

*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.*