



POSITIVE HEALTH NETWORK

JOB POSTING

Harm Reduction Outreach Worker

Full-time (1.0 FTE)

35 hours per week, some evening and weekends included

POSITION SUMMARY:

The purpose of the Harm Reduction Program is to reduce the transmission of HIV and other blood borne infections among people who use drugs and to increase awareness about safe use and overdose prevention. The Harm Reduction Outreach Worker position reaches out to people who use drugs to increase knowledge and awareness of harm reduction practices and to build capacity within communities to support people who use drugs.

This position is responsible for providing harm reduction services in the Hamilton Region, primarily through outreach activities. The Harm Reduction Outreach Worker reports directly to the Manager of Harm Reduction Programs & Services at Positive Health Network (PHN) and is a full-time direct frontline position that provides supportive counselling services, referrals and support, participates in community development, leads training for local service providers, promotes harm reduction, and supports peer engagement in the program. The Harm Reduction Outreach Worker position is also responsible for program administration and supports accountability to meet reporting requirements for the funded program.

PRIMARY RESPONSIBILITIES:

- Engage in community-based outreach with people who use drugs, in partnership with Hamilton Public Health Services and other community service providers.
- Provide support, assistance and referrals to service users who access the syringe distribution program.
- Provide brief supportive counselling and harm reduction resources and information 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.
- Identify harm reduction training needs of local service providers and provide or facilitate relevant training opportunities.
- 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.

- Comply with requirements of Positive Health Network, 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 or designate, including team staffing coverage for PHN's harm reduction programs.

QUALIFICATIONS:

- 3+ years of experience in harm reduction/syringe distribution program, addictions, community outreach services and/or HIV/Hep C prevention in a frontline capacity.
- Ability to communicate effectively with the general 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, including public speaking, presentations, and conflict resolution and mediation.
- Training and experience in crisis prevention and de-escalation preferred.
- Must have valid Ontario G Class driver's license and clear driving record, preferred access to and regular use of own vehicle.
- Flexible to work schedule outside regular daytime office hours, including evenings and some 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 reporting using the web-based data collection using the Ontario Community-Based AIDS Service and Evaluation system and to meet the requirements of the Ontario Community HIV/AIDS Reporting Tool and other required agency level operational and funding reports.
- Current First AID certification is an asset.

WHAT WE OFFER: This is a full-time, permanent position with Positive Health Network. The current salary for this position is **\$52,436.16** per year and is funded by The Ministry of Health. We offer a competitive compensation package, including comprehensive benefit package.

HOW TO APPLY: Please forward your electronic resume and covering letter by *email only* by: **Monday, May 25th, 2026, at 9:00 am to recruitment@positivehealthnetwork.org**

All qualified candidates are encouraged to apply. We value individuals with lived experience with HIV, Hep C, or drug use. Positive Health Network is committed to equity at all levels of the organization and has, as

one of its core commitments, the greater and meaningful engagement of people living with HIV, AIDS, and HCV. Positive Health Network specifically encourages members of our priority populations – people living with HIV/AIDS and/or Hep C, cis and trans gay/bi/queer men, cis and trans women, members of diverse ethno-racial communities, people with substance use experience, and members of Indigenous communities (including 2-Spirit people) - to apply and self-identify. While we thank you for your application, only candidates selected for interviews will be contacted.