



Job Posting
Harm Reduction Van Relief Driver (Casual X 2)
August 26, 2026

POSITION SUMMARY:

The purpose of the Harm Reduction Program is to reduce the transmission of HIV and other blood borne infections as well as reduce the risk of overdose among people who use drugs. The Harm Reduction Relief Worker is a position that reaches out to people who use drugs to provide needle exchange services, increase knowledge and awareness of harm reduction practices, safe use and overdose prevention, and to build capacity within communities to support people who use drugs.

This position is responsible for providing harm reduction services through The Van Program. The Harm Reduction Relief Worker reports directly to the Manager, Harm Reduction Programs and Services at Positive Health Network (PHN). This is an on-call, casual, direct frontline position that will provide driver coverage on The Van Needle Exchange Program in Hamilton, Ontario, provides referrals to local service providers and supports, promotes harm reduction, and supports peer engagement in the program. Regular van shifts commence at **6:30pm and end at 11:30pm**.

PRIMARY RESPONSIBILITIES:

- To provide occasional staff coverage as per operational requirements for the Van Syringe Distribution Program in partnership with Hamilton Public Health Services (HPHS) through providing needle exchange services, counselling, education, referrals and other harm reduction strategies to service users who use drugs or are at risk of contracting blood borne or sexually transmitted infections.
- To provide training while on shift for the multi-agency staff, PHN volunteers and students assigned to work The Van Syringe Distribution Program.
- To coordinate and provide support for regular Van vehicle inspections and repairs.
- To attend Van Syringe Distribution Program staff meetings.
- To liaise and maintain good working relationships with community, social service and addictions social service agencies and groups in the Greater Hamilton Area.
- To comply with requirements of HPHS, Health Protection and Promotion Act, Mental Health Act and other relevant legislation.
- To maintain records, reports, and statistics necessary for program functioning, monitoring, evaluation and reporting.
- To provide relief staffing as needed for Van and PHN syringe distribution programs and harm reduction education and resource referrals to service users.
- To accept responsibility for professional competency as appropriate to designated discipline or registered association standing.
- Other areas as approved by Executive Director or designate.

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 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
- Valid Ontario G Class driver's license and clear driving record with no demerit points; preferred access to and regular use of own vehicle.
- 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 reporting using web-based data collection.
- Current First Aid certification

WHAT WE OFFER: This is a part-time, casual, relief position with Positive Health Network. The current compensation for this position is **\$27.59** per hour.

HOW TO APPLY: Please forward your electronic resume and covering letter by email only no later than 9:00 am on September 9th, 2026, to 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.