



Scarborough Centre for Healthy Communities (SCHC) is dedicated to providing accessible, equitable, and transformational health and social service choices for the well-being of Scarborough's diverse communities. We cultivate vital community services by promoting healthy lifestyles while delivering a comprehensive range of culturally competent health and social services programming. Our I2CARE values ensures that we, as a work community, treat all with, inclusivity, innovation, collaboration, accessibility respect and equity.

As an employer, we strive for excellence as a workplace and are committed to building a workforce that enhances our capacity to meet the needs of the diverse communities we serve.

We are currently looking to hire a:

Harm Reduction Worker

2 – Full Time, Contract (35 hours/week) Until March 2026
Including Evenings and Weekends

Reporting To: Manager, Community Supports

Purpose:

The Integrated Housing Supports (IHS) program is a comprehensive and collaborative support service for residents who are vulnerable and have complex needs living within two Toronto Community Housing buildings, 4175 and 4205 Lawrence Avenue East in Scarborough.

Using a hub model of service, this position will be a part of the multi-disciplinary IHS team who will work collaboratively to ensure that skill enhancement and services are in place for residents to maintain their housing and to improve their physical as well as mental health and substance use challenges. Members of the team will also be responsible for liaising with local businesses, community partners, the onsite Community Safety Team and others to foster positive relationships between clients and their community.

Key Areas of Responsibility:

The Harm Reduction Worker (HRW) works within the philosophy of reducing harm. They provide oversight of harm reduction supplies throughout the organization, orienting, and supporting staff to carry out their duties within the harm reduction framework. The people we serve may have a variety of challenging and often overlapping problems including serious mental illness, substance use disorder (including IV drug use), hygiene issues, treatment (medical, psychiatric and rehab), and increasingly HIV+/AIDS/HCV. The HRW provides the necessary support for the needle distribution program, support for meeting the needs of clients, as well as education on harm reduction methods and distribution of harm reduction supplies. The Harm Reduction Worker deals with the public, other service agencies and professionals involved in the support of clients.

Educational, Experiential and/or Professional Qualifications:

- Social Services diploma (in addictions or harm reduction is preferred).
- Current registration with OCSWSSW.
- Minimum 5 years of experience, case management experience, and/or front-line experience with vulnerable populations.
- Lived experience of drug use and/or experience in advocacy for persons who use controlled substances considered assets.

**Skills and Attributes:**

- Commitment to working from a health equity and anti-oppressive lens.
- Excellent knowledge and experience regarding harm reduction approaches.
- Strong clinical assessment skills.
- Excellent understanding of health promotion, HIV, and HCV transmission, Hepatitis A, B, and C, and Sexually Transmitted Infections (STIs).
- Experience in a drop-in, outreach, or shelter setting is an asset.
- Experience in overdose response or Naloxone Training is an asset.
- Knowledge of best practice guidelines for individuals with substance use, notably harm reduction, outreach, case management, trauma informed care and treatment for substance use and concurrent mental health.
- Self-directed and independent; ability to work effectively as an inter-disciplinary team and in collaboration with other community professionals.
- Excellent communication, writing and documentation, and organizational skills.
- Ability to maintain effective and timely documentation of client records.
- Understand and maintain clientele/worker boundaries.
- Excellent advocacy skills and application of therapeutic strategies.
- Strong written and verbal English language communication skills; other languages an asset.
- Ability to speak a second language of our priority populations is an asset.
- Current HCP CPR and First Aid.

Significant Working Conditions:

- Willingness to work between multiple sites.
- Flexibility of hours – evening and weekend work will be required.
- Comfortable working alone in the community with minimal supervision.
- Willingness to attend unit visits.
- Working in TCHC buildings.

Why SCHC:

- A strategic commitment to organizational health, ensuring our people and culture are well supported.
- 3 weeks paid vacation for full time positions to start, additional time with tenure.
- Continuous funded training opportunities.
- Health benefits including prescription drugs, dental, vision care, alternative therapies, life insurance, employee assistance program, disability insurance; benefit coverage for family and dependents available.
- Mileage expenses reimbursed at CRA recommended rate.
- HOOPP pension plan member.
- SEIU Union.
- A strategic commitment to advance diversity, equity, inclusion and belonging utilizing an intersectional lens.

Remuneration: \$25.60 - \$28.91

Pay Band: H

Please note: All other conditions of employment are set out in the collective agreement between SCHC and SEIU.



Please apply in confidence to HR by email: Recruitment@schcontario.ca

We would like to thank all applicants; only those invited to interviews will be contacted.

Note: Please quote A-HRW in the subject line.

If you require any accommodation, please advise Human Resources. As a condition of employment all new hires must be legal to work in Canada. You will also be required to undertake a Vulnerable Sector Screening with Police Services.

SCHC values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+.

SCHC is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. SCHC will provide accommodations to applicants with disabilities throughout the recruitment, selection and/or assessment process. If selected to participate in the recruitment, selection and/or assessment process, please inform Human Resources staff of the nature of any accommodation(s) that you may require.

www.schcontario.ca.

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