



Care. Compassion. Community.

Vacancy Posting

Position Title: Hepatitis C Outreach Worker

Employment Status: Permanent position

Hours of Work / Work Schedule: Full-time hours (35 hours weekly)

Salary Range: Salary is commensurate on skills and experience, and within the range of \$47,652 - \$55,242 and in line with the Agency's compensation and salary administration policy.

Benefits: Paid Leave Benefits; Group Insurance Benefits & HOOPP.

Position Reports To: Andrea Groff, Manager, Clinical Services (Chronic Diseases Management)

Director: Francis Garwe, Director, Clinical Services

Location: Based at 115 Grassmere Ave (Oshawa) / Outreach occurs over multiple locations.

- Durham
- Peterborough
- Haliburton
- Northumberland
- Kawartha Lakes
- Beaverton

Organization – Quick Overview

Carea Community Health Centre is a recognized leader in redefining the experience of community based health and wellness services. We provide access to high quality holistic and inclusive care that is responsive to the needs of the community and empowers individuals to enhance their own well-being. We hold these values equally: (1) **Person Centered**; (2) **Inclusive**; (3) **Compassion**; (4) **Teamwork & Collaboration**; and (5) **Accountability & Reliability**. These five core values embody who we are, how we work, and are fundamental to our culture. Every member of our team demonstrates their commitment to these core values in their everyday activities. These values steer our decision making, guide the delivery of care and services, and govern how we interact with our clients, partners, and each other. Carea will continue to focus on building its capacity to provide a full range of health and wellness services to clients of all-ages across Oshawa, Whitby, Ajax and Pickering.

Position Overview

Working as a member of the HCV Team, the Outreach Worker will provide low threshold outreach to marginalized community members living with/at risk of acquiring hepatitis C. This position will coordinate, design and deliver education and training sessions, provide support services and promote referrals to testing and treatment.

Additionally, the Outreach Worker will collaborate within an interdisciplinary team of health professionals across the community network that influence the health environment targeted to youth clients, as well as within the Agency's team structure, in support of goals that align with and achieve the Agency's strategy, Mission, Vision and Values.

Key Responsibilities:

Outreach and Support

- Active outreach in the region/community (including correctional facilities) that are frequented by at risk community members living with/at risk of acquiring HCV in order to bridge to program and treatment teams.
- Deliver group and individual support and HCV treatment and prevention education.
- Assist clients with needed paperwork such as applications for birth certificates, health cards or medical appointments.
- Accompany clients to medical appointments, if requested, to provide emotional support.
- Assist clients to develop their capacities around treatment/medical scheduling and health management planning, taking into consideration the reality of the relevant social determinants of health for each individual.
- Support the expansion of the Naloxone overdose prevention program as well as the Harm Reduction program.
- Provide first contact HCV testing options and point of care screening at outreach locations.

Peer Support Program Liaison

- Team lead to develop peer program planning and implementation including recruitment, training and evaluation.
- Promote and facilitate the utilization of peer support workers within the program.
- Schedule and assign support, education and outreach activities to peer workers.
- Assist in providing training on HCV prevention, education and addiction issues, with a focus on harm reduction to peer support workers.
- Ensure peer support workers have the information and resources to provide information and referral services

Community engagement, collaboration and partnership building:

- Maintain current and develop new partnerships with community organizations, networks and service providers who work with HCV priority population to promote hepatitis C education, awareness and linkage to care

General Administration

- Design and develop training materials.
- Routinely compile, enter and report confidential data at agency and funder's request.
- Ensure that all necessary reports are completed and submitted to the appropriate sources, meeting set deadlines.
- Participate in the planning of program evaluation initiatives.
- Participate as a team member in all team functions- program planning, team meetings and case conferences. Network with internal and community partners to ensure an optimal continuum of health & social services through all stages of HCV education, support, care and treatment.
- Maintain and develop professional competencies and learning. Perform other related duties as assigned.

Other duties within scope of duties include:

- Assists, as assigned, in the orientation and training of new staff on the team.
- Consults regularly with local agencies or community resources concerning resource development and program planning which is pertinent to the clients and/or youth population.
- Adheres to and applies organization wide policies and practices in support of organizational health, and performances.
- Adheres to and applies established compliance measures within legislative requirements and equity principles (e.g., AODA, Human Rights Code, and Ontario Employment Standards).
- Champions and supports Employee Engagement efforts and initiatives.
- Ensures scope of duties/accountabilities adheres to established Health & Safety program, policies and procedures.
- Other duties as assigned by the manager and the director.

Key Qualifications

1. Degree in Social work, Social Service Work, Psychology, relevant Sciences or the Humanities required.
2. At least two (2) years of experience in working in a community setting is required.
3. Thorough knowledge and experience of HCV, harm reduction and peer support models is required.
4. Strong knowledge of issues affecting marginalized communities.
5. Experience working with diverse agencies and working successfully in partnership with these agencies.
6. Thorough knowledge and understanding of the local health and social service sector, government programs and current legislation that may affect clients.
7. Demonstrated ability to work under pressure, to anticipate potential problems/conflicts and take appropriate actions and to meet deadlines.
8. Excellent interpersonal, presentation, and communication skills.
9. Demonstrated ability to work independently and as a team member within an evolving role in a multi-disciplinary environment.
10. Excellent advocacy and negotiation skills.
11. Strong commitment to health promotion, community development and adult education.
12. Excellent knowledge of MS computer applications and other office related software.
13. Ability to work some evening and/or weekend shifts.
14. Must be able to work in a variety of social and physical settings.
15. Valid driver's license is required and experience driving larger vehicles is an asset.

Key Attributes include:

Demonstrated Minimum Attributes core to the Agency: Service oriented, Initiative, Results oriented, Flexible/Adaptable, Collaborative, Effective Communication Skills, Team Player, Ability to manage risk within one's responsibility & accountability, Ability to take Accountability.

In addition, the following are the role-specific attributes:

Conceptual thinker; Efficient, Alliance builder, Creative & Innovative Thinker, Analytical/Systematic, Empathic

Application Process:

- 1) Internal Candidates are welcomed to apply – resume and expression of interest must be sent to hr@careachc.ca **on or before June 12, 2018.**
- 2) External Applicants – we welcome referrals or external applicants. If you are interested in being considered for this position, please submit cover letter and resume outlining your qualifications and expectations by email to: hr@careachc.ca referencing posing name **on or before June 12, 2018.**

Notes:

- 1) **This position is subject to the successful completion of the following pre-employment conditions for all external hires:** Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening). We welcome internal referrals and, depending on needs, may conduct an external search concurrent with internal posting. All applicant submissions will be kept on file for six months, for future consideration.
- 2) The Agency is committed to transparent and merit based selection in all of its recruiting and hiring decisions. We embrace and celebrate our community's unique multicultural heritage and diversity.

Carea Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation.

Accessibility: If you have accessibility needs and require alternate formats or other accommodations please contact Paula Carter, Resource Development and Communications Manager at 905-723-0036, extension 229, or by email to pcarter@careachc.ca . **Carea Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**

