



**WESTBANK
FIRST NATION**

Community. Leadership. Pride.

WESTBANK FIRST NATION Employment Opportunity

THE FOLLOWING POSITION IS AVAILABLE WITHIN WESTBANK FIRST NATION. IN ACCORDANCE WITH SECTION 20.1 OF THE WFN CONSTITUTION AND SECTION 3.1 OF THE WFN PERSONNEL POLICY, PREFERENCE WILL BE GIVEN TO QUALIFIED WFN MEMBERS WHO APPLY FOR THIS POSITION.

TITLE: Harm Reduction Outreach Worker
MINIMUM SALARY: Commensurate with experience
DEPARTMENT: Clinical Care Coordinator
TERM: April 2, 2018 – March 31, 2019

POSITION SUMMARY:

The Harm Reduction Outreach Worker provides timely outreach services to individuals needing harm reduction supplies, crisis intervention, assessment, referral, and linkage to other needed services in the WFN community. The ideal candidate will be familiar with other services and resources in the community and work closely to provide information and support when required. Along with direct client service, the Outreach Worker will manage administrative duties and organize community events as required by the position. The Outreach Worker will ensure a trauma-informed, strengths-based, harm reduction approach is utilized when supporting individuals. The worker will have a good understanding of supervised consumption services, knowledge of harm reduction principals, and have the ability to work with clients with complex mental health and substance use disorders. Services include crisis intervention, provision of basic needs, support to access emergency shelter, transportation, client advocacy, service linkage, and much more. This work requires shifts in the afternoons, evenings, and weekends.

DUTIES AND RESPONSIBILITIES:

- Provides information and education on harm reduction
- Carries and distributes harm reduction supplies
- Makes referrals and connections to other community resources, as appropriate
- Establishes trusting relationships within the community, both with individuals who need to access harm reduction materials and also with service providers
- Familiar with and able to distribute and use Naloxone
- Facilitates workshops in collaboration with other programs delivered through Community Services, or within the community
- Participates in the development and delivery of community-based events geared towards health promotion
- Establishes and implements a plan to successfully engage clients in relevant services and other resources
- Advocates for clients' access to community resources and services, ensuring that clients' needs are met and rights maintained; consults and collaborates with community providers to ensure continuity of care
- Provides client assessments, develops case plans and goals, and maintains confidential client files using appropriate record keeping
- Develops addiction intervention strategies in consultation with program supervisor and wellness team
- Assists in monitoring client's case management and development of client's case plans and goals with other members of the Wellness Team
- Gathers a collection of resource information/material and provides substance abuse/dependence information to clients and community members; this includes liaising with outside agencies/Bands to acquire additional treatment programs/workshops etc. for specific healing issues related to addictions
- Liaise with Law Enforcement, RCMP, and other community based supports as required
- Provides appropriate client/family referral to other agencies when unable to meet client needs
- Models, encourages, and participates in cultural, recreational, and social programs that offer an alternative to addictive lifestyle
- Provides ongoing general office duties (filing, photocopying, faxing etc.)
- Ensures that service statistics are recorded and develops monthly program reports and maintains all administrative duties as directed by the Clinical Care Coordinator or their designate
- Accesses counselling for self to debrief and reduce stress associated with working, as required
- Maintains and complies with program policies, procedures, and reporting as required
- Promotes choice and decision making leading to self-determination
- Interacts using appropriate, respectful communication and conflict resolution skills
- Maintains a non-judgmental, respectful, cooperative, friendly, helpful, and positive attitude with all participants
- Works well within a team to ensure a positive, constructive work environment
- Maintains confidentiality on all matters relating to the affairs of Westbank First Nation

- Performs all duties and responsibilities in accordance with Westbank First Nation policies, standards, and procedures and as directed by the Clinical Care Coordinator

QUALIFICATIONS

EDUCATION/TRAINING/CERTIFICATION

- Training in Social Work, Psychology, Nursing, or related field
- Specific training in the field of Addictions and Harm Reduction
- First Aid Certification
- Mental Health First Aid certificate
- Crisis Intervention training
- Valid Class 5 Driver's License with Class 4 preferred
- Reliable transportation
- Submit to and clear a Criminal Record Check (including vulnerable sector)

EXPERIENCE

- Experienced in providing outreach services
- Demonstrated understanding and experience working with and/or within First Nations community
- Experience in liaising with outside agencies and treatment centers

OTHER QUALIFICATIONS, KNOWLEDGE AND SKILLS

- Demonstrated knowledge and understanding of aboriginal culture and the role that culture plays in treatment of psychological concerns
- Demonstrated self-starter who can take initiative
- Excellent oral and written communication skills
- Excellent time management and organizational skills
- Excellent interpersonal and relationship building skills
- Ability to work effectively within a multidisciplinary team, as well as independently
- Demonstrated understanding of harm reduction model and motivational interviewing skills
- Demonstrated understanding of concurrent disorders and treatment strategies
- Knowledge and understanding of the interface with other government organizations such as ministry of health and medical services branch
- Leading a healthy lifestyle
- Willing and able to work flexible hours, including evenings and weekends, as well as some on-call hours

A competitive salary and benefits package is offered. Further information can be obtained at www.wfn.ca by navigating to the Human Resources page (*Departments>Human Resources*) or by visiting the *Employment Opportunities* tab located in the top right-hand corner of the homepage.

Interested applicants should email an [application form, cover letter, and resume](#) by **Friday, March 2, 2018**. **Please reference #17-40 and indicate clearly in your covering letter where you saw this posting and how your experience and qualifications meet the requirements of the position.**

Incomplete and/or late submissions will not be accepted

Recruitment/Training & Development Coordinator
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