Peer Outreach Worker – Mental Health & Addictions (2 Full-Time Positions, Hamilton & Brantford) (Starting Salary: $40,000)

The Mental Health and Addictions (MHA) Peer Outreach Workers (POW) will use their lived experience and training in mental health and addictions to establish connection, trust, and rapport, with individuals who identify as Indigenous living in the Hamilton and Brantford community (occasional outreach to Niagara) and who are experiencing mental health and addictions issues. The MHA POWs will provide a unique perspective and inspire hope for those who are experiencing mental health and addictions issues.

POWs will provide outreach to hospitals, clinics and community, 1 to 1 peer support, and regular facilitated groups (including weekly evening groups). MHA POW facilitated groups will provide an opportunity for individuals to connect with others in the community while working on improving and maintaining all aspects of wellness including physical, mental, emotional, and spiritual. As a part of the outreach component of the position, partnerships and relationships will be built between existing peer outreach programs to learn from their successes, bring awareness to these services, and broaden connection for Indigenous individuals who may be accessing services through other programs in the community. This would include outreach to other Indigenous organizations, mental health and addictions services, hospital programs, and community services.

Required Knowledge, Skills, Qualifiers:
- A strong connection with Aboriginal culture and traditions.
- Lived experience with mental health and/or addictions required.
- Familiarity working with people who have experienced various forms of trauma, including intergenerational & historical trauma, homelessness or precarious housing, transitions between community and hospitals
- Knowledge of local programs and supports for Mental Health and Addictions
- Experience facilitating mental wellness and addictions groups (life skills, anger, anxiety, self esteem, sleeping etc)
- Experience working with individuals in active substance use and applying harm reduction approaches.
- Ability to provide one on one peer support in a formal or informal setting, such as drop-ins, shelters, streets, home visits.
- Ability to effectively manage disruptive behaviour and de-escalation.
- Demonstrated ability to work independently and in a team environment.
- Computer literacy and basic proficiency with Microsoft Office

Candidate Differentiators: In addition to requirements for the position, the ideal candidate would also possess some of the following qualifications:
- 2+ years experience in a community setting working with Indigenous population, evident in application.
- High school diploma or GED from a recognized institution. Demonstrated abilities and experience will also be considered. (Cont’d Page 2)
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CAREER OPPORTUNITY

- Trained at a recognized Peer Support Organization (i.e. MHRC, OPDI) considered an asset.
- Addictions, concurrent disorders, or substance use training.
- Experience in working within an EMR database or other computer programs.
- Ability to interact with diverse and cultural clients, showing compassion, sensitivity and support with knowledge of Harm Reduction principles and practices, including a familiarity with Aboriginal social determinants of health.

2015 Employee Survey:

“ My immediate manager is always available for questions or concerns. My immediate manager always encourages self care and family be a priority as well. ”

“The Executive Director is totally approachable and extremely professional, we are proud to have her at the helm!.”

" Both my direct managers are approachable and always care about our teams. I love my job I really do.

Individuals with a disability requiring accommodation during the application and/or the interview process, please advise the recruitment contact so arrangements can be made.

Your Benefits are to our Benefit...

De dwa da dehs nye>s Aboriginal Health Centre has developed a compensation philosophy that will allow the organization to retain, motivate and develop talented people who share our values and contribute to our success.

Competitive Wages & Salaries - Merit of Performance Increases Health Insurance Plan - Health Benefits - Income Protection Benefits - Paid Leaves - Pension - Employer Health Tax

100% Organization Paid Benefits
- Employee Life/ AD&D Insurance for 200% of annual earnings
- Dependant Life Insurance
- Employee Critical Illness Insurance
- Long Term Disability (LTD) Benefits
- Travel Accident Insurance
- Business Travel Life & Disability Insurance

Retirement Benefits
- Healthcare of Ontario Pension Plan
- Eligibility after 90 days employment
- For every $1 you contribute, your employer is currently contributing $1.26 – making HOOPP a cornerstone of your retirement savings.

Paid Time Off Benefits
- Vacation - 3 weeks to start
- Personal Days - 12 paid per year
- Holidays - 12 paid per year
- Bereavement Pay – 3 days

Join our team and help to improve the wellness of Aboriginal individuals and the Aboriginal community by providing services with a distinctive cultural
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CAREER OPPORTUNITY