



# 2-SPIRITED PEOPLE OF THE 1<sup>st</sup> NATIONS

## PART TIME CONTRACT EMPLOYMENT OPPORTUNITY

2-Spirited People of the 1st Nations provides prevention, education and support for Two-spirit, including First Nations, Métis and Inuit living with or at risk for HIV and related co-infections in the Greater Toronto Area. We base our work on Indigenous philosophies of wholistic health and wellness. Our future shows a strong, healthy and independent Two-spirit community in Toronto where HIV infections are rare and Two-spirit people live with pride in their Indigenous heritage.

### **Night & Weekend Outreach Worker**

**Status: Part-time**

**Hours: 20**

**Salary: \$31 hourly plus benefits**

**Date Posted: March 5, 2025**

**Closing Date: March 16, 2025**

**Positions Available: 3**

*Must be available: Wednesday and Friday-5:00pm-9:00pm Nights and Saturday/Sunday  
2:00pm-8:00pm*

### **Program Description:**

In this role, reporting to the Harm Reduction Outreach Supervisor, you will be responsible for leading the implementation and evaluation of the Indigenous Harm Reduction Outreach Team. Your focus will be on providing support to your team who provides crisis intervention and utilize de-escalation strategies and intervention to community. You will coordinate a variety of strategies, which may include street and shelter outreach, resource development and distribution, crisis intervention, referrals, advocacy, community education, anonymous HIV testing and training.

### **Essential Duties and Responsibilities:**

- Embody anti-racist, anti-oppressive, equity-seeking practice in all aspects of work, including with participants, community members, committee members, 2-Spirits staff, stakeholders, networks, and others.
- Participate in Indigenous Circles and teachings during outreach activities.
- Distribute harm reduction supplies and resources effectively and respectfully.
- Provide support, education, and training on safer drug use practices and health promotion.
- The position requires respect for, and expertise working with people who face barriers to housing, and/or who experience one or many of the following: mental and physical health challenges, substance use, trauma, social isolation, immigration, unemployment.  
/Underemployment and history with the criminal justice system.
- Assist in crisis intervention and de-escalation strategies as needed.
- Engage with community members to build trust and provide necessary resources.
- Ensure safe disposal and handling of used drug equipment.
- Attend team meetings, training sessions, and regular supervision meetings.
- Co-create and deliver workshops based on community needs.
- Other duties as required.

### **Qualifications:**

- Experience working with Indigenous communities and an understanding of Indigenous cultural and community perspectives.
- Must have proven demonstration of understanding the range of issues facing Indigenous people in Ontario.
- Experience or awareness of substance use, homelessness, sex work, mental health issues, or HIV is an asset.
- Knowledge of harm reduction practices and peer support is preferred.
- Good communication skills and sensitivity to cultural and gender orientation differences.
- Sensitivity to cultural, ethnic and gender orientation differences
- Drug user positive and sex-positive attitude with anti-racist, Indigenous harm reduction outlook.
- Ability to work independently and as part of a team.

### **Physical Requirements:**

- Ability to carry, load, and unload up to 50 pounds. Ability to pull a trolley with outreach materials (e.g., harm reduction kits, food, water, etc.). Ability to walk 6-8 kilometers during outreach activities.
- Comfort with working in various public spaces and adapting to different weather conditions, including cold and hot temperatures.
- Experience serving Indigenous communities and marginalized populations is preferred.

## **Other Requirements:**

- A mandatory Food Handlers Certificate (sponsored by the organization if not already held).
- Flexibility to work evenings and weekends as outlined.

To be considered for this position, submit your resume and cover letter saved in the format: firstname.lastname (e.g., John.Smith) to Human Resources at [hr@2spirits.org](mailto:hr@2spirits.org) with ATTN: **Night & Weekend Outreach Worker** in the subject line by the closing date.

2-Spirited People of the 1st Nations is an equal opportunity employer, **Indigenous people including Metis and Inuit, Two-Spirit people, Trans Folks and/or a person living with HIV or AIDS and with past criminal record are encouraged to apply.** If you are contacted for an interview and require accommodation appropriate arrangements will be made to assist you through this process. We thank all applicants in advance for their interest; however, only those selected for an interview will be contacted.

**Closing Date: March 16, 2025**

Request for accommodations will be supported throughout the recruitment process. No telephone inquiries, only candidates chosen for an interview will be contacted.