



2-SPIRITED PEOPLE OF THE 1st NATIONS

FULL 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.

Peer Worker Indigenous Crisis Response Team

Position: Peer Support Worker

Status: Full-time, Contract

Salary: \$40,040 annually, with benefits

Date Posted: November 20, 2025

Closing Date: December 4, 2025

Positions Available: 2

Location: Downtown & East Locations

Position Description:

The Indigenous crisis response pilot aims to reduce harms associated with crisis response. Our team offers a safe, trauma-informed, culturally grounded response to our community members in crisis. Reporting to the Site Supervisor, the Peer Support Worker will bring their expertise, including lived experience to support the program to wholistically meet the needs of people who use substances, are street-involved, are living with mental health related issues, who do sex work and who are in crisis.

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.
- 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.
- Build relationships with community members in crisis and those who access the services.
- Provide active listening and emotional support to individuals in crisis contacting the crisis support services.
- Preparing and giving out the harm reduction supplies and resources (safer injection supplies, safer crack use kits, safer sex supplies, safer crystal meth kits, information, pamphlets).
- Ensure safe disposal / handling of used drug equipment.
- Work as part of a team by attending the team meetings, trainings, and regular supervision meetings.
- Training community members in overdose prevention and response including training in using Naloxone.
- Support the work of the Case Management team by being involved in the follow-up and wrap around care as needed.
- Please note: 2-Spirits Indigenous crisis response pilot is a 24/7 program and scheduled shifts may include weekdays, evenings, and nights as well as weekend shifts. Although consistent shifts will be scheduled in advance, with sufficient notice, all Crisis Intervention Workers should be prepared for a schedule change.
- Other duties as required.

Qualifications:

- Must have experience working with Indigenous populations and a broad familiarity with Indigenous cultural and community perspectives across Ontario.
- This 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.
- Personal experience and/or an awareness of substance use is required.
- Personal experience with homelessness, sex work, mental health issues, HIV, hepatitis C is an asset.
- Peer support volunteer or paid experience, education, or training is an asset but not required.
- Ability to work 3-4 shifts weekly including overnights and weekends.
- Familiarity with GTA community and drug-using networks.
- Ability to build trust with folks who use drugs and/or do sex work.

- Drug user positive and sex-positive attitude with anti-racist, Indigenous harm reduction outlook.
- Good communication skills and strong listening skills.
- Ability to work independently, as well as in a team.
- Ability to accept feedback, take initiative, and work independently in a culturally diverse environment.
- Experience using Outlook is an asset.
- Must be fluent in English: fluency in an Indigenous language and/or French language is an asset.

To be considered for this position, you must be passionate about the work we do, and share our organizational values. Please submit your resume and cover letter saved in the following format: **firstname.lastname (ie. John.Smith) to Human Resources, humanresources@2spirits.org with ATTN: PeerSupport** in the subject line of your email 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 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.

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