



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.

Harm Reduction Worker Indigenous Crisis Response Team

Position: Harm Reduction Worker
Status: Full-time, 6 Month Contract
Hours: 35 hours/week
Salary: \$50,000 annually plus benefits
Date Posted: November 20, 2025
Closing Date: December 4, 2025
Positions Available: 4

Position Description:

The Indigenous crisis response team 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 Supervisors, the Harm Reduction Worker will work proactively and responsively with staff teams, peers and community members to support community members in crisis. Harm Reduction workers will provide immediate crisis intervention, de-escalation and non-aggressive approaches to supporting individuals in crisis within our community.

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.
- To provide crisis intervention and utilize de-escalation strategies and interventions.
- Assist individuals in crisis in navigating the mental health and addictions services.
- Provide mental health crisis support from a trauma informed, harm reduction lens.
- Offer support, education, and training around safer drug using practices, safer sex, infection prevention, and health promotion to community members who use substance and do sex work.
- Ensure accurate documentation through various internal processes.
- Co-create and give workshops as requested by the community stakeholders.
- Ensure safe disposal / handling of used drug equipment.
- Work as part of a team by attending team meetings, trainings, and regular supervision meetings.
- 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).
- Training community members in overdose prevention and response including training in using Naloxone.
- 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 extensive experience working with Indigenous populations and a broad familiarity with Indigenous cultural and community perspectives across Ontario.
- Must have proven demonstration of understanding the range of issues facing Indigenous people in Ontario.
- 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.
- Personal experience and/or an awareness of substance use is an asset.
- Personal experience with homelessness, sex work, mental health issues, HIV, hepatitis C is an asset.
- Harm reduction-related and peer support volunteer or paid experience, education, or training for 1+ years.
- Ability to work long shifts weekly including evenings and weekends.

- Familiarity with GTA Indigenous specific supports and services as well as community members 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.
- Proficient with Microsoft Office and Zoom.
- Must be fluent in English: fluency in an Indigenous language and/or French language is an asset.
- Valid G License and ability to drive/navigate and park in high pressure situations 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, hr@2spirits.org with ATTN: HarmReduction** 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.

Closing Date: December 4, 2025

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