



Housing Overdose Prevention and Peer Services: Site Lead Thursday-Sunday

June 1 2025 – May 31 2026

OVERVIEW

Peers Victoria is grassroots agency that has been working with, and for, Victoria sex workers since 1995. Through direct service delivery and partnerships, Peers provides an array of outreach, harm reduction, group education and other support services. We maintain a welcoming and accessible service environment that promotes empowerment of current and former sex workers.

In response to COVID19, the overdose crisis, the housing crisis and the need for Indigenous-led programming, Peers Victoria has developed partnership for programming in Indigenous-led outreach and peer services (QomQem Coastal Connections and supportive-housing based overdose prevention and response (HOPPS- Housing Overdose Prevention and Peer Services). **This posting is in the HOPPS program which is a program funded by Island Health to prevent overdose fatalities in supportive housing.**

Experience and evidence have demonstrated that an in-reach model for harm reduction services, utilizing peer staff, resident peers, and allied health staff, is effective at reducing risks for individuals choosing to use alone in their homes **and encouraging safer use practices and spaces within housing settings.** This “Housing Overdose Prevention and Peer Services” model (“HOPPS” model) is a model that is not solely dependent on a fixed space, rather, it also offers a range of overdose prevention options, including episodic in person, virtual, and by telephone witnessing. **Importantly, this model supports and upholds lived experience with substance use; this means that a large part of this position is to work alongside, learn from, and support people who use substances. The HOPPS model is rooted in education, mentorship, and support frameworks which support the leadership of people who use substances to act as educators and responders in their communities in response to the overdose crisis.**

With funding from Island Health, Peers Victoria operates four (4) HOPPS Teams in supportive housing locations. It is expected that the HOPPS Teams will continue to evolve given the need to engage in a continuous quality improvement process to ensure these services are provided in a way that minimizes harms related to substance use. The site assignments and hours of service may change in conversation with the funder, housing operator and other stakeholders.

Hours of work: The position is a minimum of 21 hours per week and up to 35 hours a week, including weekend work.

***We are open to two individuals sharing the site lead position with each having 21 hours of site lead work, and the option to take up to 14 additional hours in HOPPS shifts at other sites as a support worker.**

Single Position: We are looking for someone to work Wednesday to Sunday.

Shared Position: Position 1: Sunday, Monday, Tuesday, rotating Saturday

Position 2: Wednesday, Thursday, Friday, rotating Saturday

Wage: The wage for site lead work is \$35 per hour. Benefits are available after 3 months of employment for employees who work 22 hours per week or more in a regular contract.

Site Lead Specific Duties

- Liase with the housing site lead and housing support staff to maintain positive communication and collaboration in support of residents, with a particular emphasis on wellness and overdose prevention.
- Shared responsibility for filling call-out shifts alongside the program manager;
- Supporting resident engagement by scheduling daily stipend work opportunities, weekly training events and carrying out participation supports (travel assistance, reminders and other relevant support to enable participation) in manner that is responsive to the participation barriers residents face, engagement in all residents to take up these opportunities, with an emphasis on those who use down/opiates.
- Engage residents in rotating resident responder stipend roles and provide mentorship and resources related to completing responder documentation, developing understanding of service ethics, conflict resolution and therapeutic communication

techniques, accessing personal wellness supports, and critical incident documentation and debriefing.

- Maintain calendar of resident and resident responder training and participation and curate curriculum, book guest speakers, order refreshments and provide stipends and related records.
- Attend relevant meetings on behalf of Peers including site meetings, some interagency meetings and onsite monthly resident and staff training;
- Relay information to staff and peer trainees and residents concerning upcoming events, changed practices and protocols and other emergent communication;
- Completing shift reports, utilization documentation and financial record submission concerning training, resident responders, daily resident shifts.
- Maintain organized access to files and documents, written resources used by the team daily;
- Managing and maintaining financial records (\$4000+ per month)
- Maintaining site equipment and inventory including groceries and harm reduction supplies.

HOPPS Daily Support Work:

- Daily interactions with residents to provide personal social support, build a socially inclusive atmosphere, and reduce isolation
- Develop and oversee a housing operator approved consumption space that is inviting to people who use substances and modelled on principle of substance use as a social activity
- Support delivery of group education
- Encourage residents to use a range of options for safer use, both alone and in consumption spaces, including providing access to trained staff who can monitor individuals in-person, virtually, and/or by telephone, and who recognizes overdose risk factors, can quickly respond, and activate emergency supports
- Maintain and distribute resources related to harm reduction, overdose prevention and response, hygiene, and nutrition
- Develop 'safer use' plans in partnership with residents and explore residents' individual wellness goals in a manner that is destigmatizing, respects individual wishes and preferences, and demonstrates competence in lived experience of substance use
- Reduce other harms associated with substance use through:
 - Provision of harm reduction supplies to reduce transmission of blood-borne infections, endocarditis, and sepsis and other communicable diseases
 - Increased access to low barrier services (including drug checking, on site health care, , Island Health services etc).
 - Increased access to recovery services

- Support peer-witnessed substance use for overdose prevention
- Increased referral pathways to local services related to substance use and/or other health or related social issues; and
- Increased opportunity for peer support networks and peer participation; and
- Create safe and healthy communities by working in active collaboration with housing-based providers and the Site operator to collectively reduce overdose risks for residents of the site by sharing information, developing shared safety/care/tenancy plans, and providing educational resources

Additional Duties:

- Adherence to Peers organizational policies;
- Attend weekly staff meetings and training as required;
- Cleaning and organizing of office and resource spaces.

Desired Qualifications, Experience and Skills:

- 2+ years working in harm reduction and overdose prevention, preferably with previous program coordination experience;
- Degree in human service field or equivalent work experience and/or equivalent lived experience;
- Advanced knowledge of overdose crisis, substance use, substance use recovery resources and ability to draw on this knowledge to contribute to training;
- Demonstrated capacity to support the leadership of people who use substances and are living in the opioid crisis in manner that is rights based, destigmatizing and based in principles of equitable access to leadership opportunities;
- Understanding of trauma informed care and ability to apply these principles in interactions with residents;
- Strong writing and communication skills, and an advanced working knowledge of office software;
- Ability to drive your own car (with travel expenses reimbursed), but an organization vehicle is available at limited times;
- An ability to manage conflict in positive, open-minded, and considerate way that takes into consideration organizational responsibilities to persons served, staff, contract obligations and interagency service partnerships;
- Willingness to seek supervision and team support and open ness to diverse opinions and contributions;
- Punctual, reliable and willing to be flexible at times regarding work schedule to meet program needs;
- Ability to complete accurate service utilization and expense records;
- Ability to drive and your own car is preferable (with travel expenses reimbursed), but an organization vehicle is available at limited times.

- Approachable, non-judgmental, empathic, and calm in conflict or crisis;
- Sex work positive and able to provide safer sex information and supplies;
- Understanding of decolonial practice and interest in developing and fostering access to Indigenous led harm reduction in supportive housing settings;
- Knowledge of local health and social service agencies and service access particulars;
- Collaborative, team-oriented service approach;
- Commitment to practices of confidentiality, ethical service delivery, and boundaries in peer-based helping relationships.

If you are interested in these opportunities, please send a resume and cover letter outlining your relevant skills and experience to peershiring@gmail.com by May 12th 2025. Position will remain open until closed

Applications from individuals who have lived experience of substance use are especially welcome in this program. Our organization also values the knowledge of sex workers, Indigenous people, people of colour, and people of diverse abilities, genders and sexualities.