



**Posting date:** June 19, 2025

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

HIM is a non-profit society that aims to strengthen health and well-being in communities of self-identified GBQ (gay, bi and queer) men and gender diverse people in BC. Our vision is to build healthier lives together. We value a comprehensive approach to healthy living; we value our community's ability to make informed decisions; we value a non-judgmental, sex-positive and strengths-based philosophy; we value scientific research; we value capacity-building and collaboration; we value the role of our communities.

Together with Peers Victoria, the Health Initiative for Men (HIM), a non-profit society whose main office is located on the unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliilíwətaʔ (Tsleil-Waututh) Nations (Vancouver, BC), seeks a qualified candidate to fill the subcontractor position of **Program Coordinator, Community Engagement - Vancouver Island**. HIM would like to recognize that this role will operate primarily on the unceded territories of the Songhees and Esquimalt Nations, with access via the peninsula through the unceded territories of the Saanich and WSANEC Nations. The incumbent will be a friendly, grounded and relatable person who brings their lived experience forward and is passionate about belonging and inclusion.

This role will be highly collaborative and reflect the ongoing partnership between Peers Victoria Resource Society and Health Initiative for Men. This partnership centres around the HUSTLE at PEERS Drop-In space but extends beyond and represents our organizations mutual commitments to supporting members of our communities with lived experience in Sex Work who face health inequities, stigma, and barriers to equitable supports.

The **Program Coordinator, Community Engagement - Vancouver Island** identifies as a peer and is a person who is currently or was formerly involved in sex work of any kind (*Please see the "additional considerations" section below for important information about Peer Positions*). Our Sex Work Programs are peer-based. We take the lead from the founders of our programs, our community members and from our community-based researcher partners who have all agreed that centering peer leadership is the best way to make connections with communities that have been historically marginalized. The **Program Coordinator** will lead HIM's Sex Work Programs on Vancouver Island and will use their lived experience to create programming at our Drop-In Program (HUSTLE at PEERS) and coordinate delivery of our capacity building curriculum designed to reduce stigma about sex work amongst healthcare providers. This position requires a flexible, communicative person who is socially conscious and has experience in working within the overlapping worlds of sex work, sexual health, substance use and mental health.

We are looking for a dynamic, and collaborative person who can work in a fast-paced interdisciplinary environment. The **Program Coordinator, Community Engagement – Vancouver Island** is a temporary contract role, but will be able to participate as an engaged member of the teams at both Health Initiative for Men and PEERS Victoria and will have the opportunity to contribute to the achievements of both organization's strategic plans and will have a voice in decision making alongside their colleagues.

The salary is expected to be between **\$18,00-\$24,500 per year (10 hours per week, based on \$35 per hour plus one night outreach shift with the Peers Outreach Van at \$31 per hour)**, and the successful applicant will report to the Program Manager, Community Engagement at HiM, as well as to the Executive Director at Peers Victoria. This role will also be supported by a Program Manager and/or Executive Director at Peers Victoria to reflect the collaborative nature of the HUSTLE at PEERS program. This contract will expire at the end of the 2024-2025 Fiscal Year, March 31<sup>st</sup>, 2025. There may be a possibility of contract renewal.



### **Key Responsibilities:**

The **Program Coordinator, Community Engagement – Vancouver Island** will work with Program Manager, Community Engagement and the Community Engagement team and will play a role in running HIM's sex work support programs in ways that reflect our values and mission. At **HUSTLE at PEERS**, it is expected that the coordinator will attend the drop-in, participate in group planning, engage volunteers, and develop unique programming (E.g. Support group) in collaboration with community consultations, distribute and promote both HIM and PEERS programming and engage in client referral. In **HUSTLE** it is expected that the coordinator will facilitate and empower others (peers) to facilitate HIM's training entitled: Reducing the Stigma Associated with Sex Work. The coordinator will also get the opportunity to engage with HIM's networks and alliances designed to support sex workers across the gender spectrum. This role will be expected to meet key performance indicators to be reviewed quarterly.

### **Minimum Qualifications:**

- Preferred 3 years' experience in community and/or peer work (non-profits, health authorities etc.)
- Current and/or former lived experience.
- Experience with GBT2Q communities required.
- Knowledge and experience or specialty in substance use and addiction is an asset.
- Lived experience with substance use is an asset.

### **Preferred qualifications:**

- Familiarity with HIV and HEP C prevention, and the prevention of other STIs.
- Experience in working with marginalized people including queer men, trans people, non-binary people, sex workers, and people who use substances.
- Grounded in sex positivity.

The **Program Coordinator** works in a drop-in environment, the night outreach van, out in community and must be able to appear weekly at the HUSTLE at PEERS drop-in space. The **Program Coordinator** can collaborate with the manager to schedule their (10 hours per week) worktime, but may be required to maintain a flexible schedule, including evenings and weekends to accommodate activities such as evening meetings and representing the organization at public events. The one four hour night outreach shift per week will be determined by the program manager at Peers Victoria depending on organizational needs.

### **Additional considerations:**

- HIM is committed to employment equity and prioritizes the hiring of individuals from underrepresented groups including trans and gender diverse persons, Indigenous/Two-Spirit people, people of colour, and people with disabilities. If comfortable, applicants are encouraged to self-identify in their cover letter or in communication with the hiring committee.
- Peers are offered additional support in the form of Clinical Supervision.
- Peers Positions are not noted as "peer" in the title of the position. The title of this position is: Program Coordinator, Community Engagement.
- Applying as a Peer means that applicants may need to identify their lived experience in their application process. This will be done in ways that are not invasive and confidentiality is of the utmost importance. You will not be required to share explicit information about your work history or anything you are not comfortable disclosing
- **If you have any concerns about your confidentiality or would like any more information about how your personal information is protected, please contact [aaron@checkhimout.ca](mailto:aaron@checkhimout.ca)**



- New policies and practices are in place at HiM that support the comfort, safety and wellness of trans, and gender diverse staff members. If you have inquiries about these policies and practices (which include gender affirming insurance options), please inquire in a separate email to [Aaron@checkhimout.ca](mailto:Aaron@checkhimout.ca)

**TO APPLY:**

Please email your cover letter and resume/CV to **both** ATTN: **Leigh Elliott** at [ed@peers.bc.ca](mailto:ed@peers.bc.ca) and ATTN: **Spencer Johnston** at [resumes@checkhimout.ca](mailto:resumes@checkhimout.ca)

Applications must be received no later than **11:59pm (PST) on July 1, but the position will remain open until closed.**

<b>Position title:</b>	Program Coordinator, Community Engagement
<b>Reports to:</b>	HiM Program Manager, Community Engagement & Executive Director of Peers Victoria
<b>Positions supervised:</b>	0
<b>Salary:</b>	\$18,00- 24,500 a year (10-14 hours per week)
<b>Probationary period:</b>	3 months
<b>Location:</b>	Coast Salish Territories (Vancouver Island, BC)