



♀ ST. JOHN'S WOMEN'S CENTRE  
📍 MARGUERITE'S PLACE  
🚶 SAFE HARBOUR OUTREACH PROJECT

170 Cashin Ave. Ext., St. John's, NL Canada A1E 3B6 | T. 709.753.0220 | F. 709.753.3817 | [www.sjwomenscentre.ca](http://www.sjwomenscentre.ca)

## **SJSOWC Harm Reduction Researcher and Training Support**

Reporting to the Harm Reduction Coordinator, the Harm Reduction Researcher is responsible for informing the implementation, delivery and evaluation of the province's first Managed Alcohol Program (MAP) through review of best practices. As a collaborative member of the SJSOWC team, the Harm Reduction Counsellor plays an integral role in MAP participant's continuum of care.

The position will prioritize secondary research on existing MAPs in Canada but will be cross-appointed to other SJSOWC programming. The Harm Reduction researcher will advise the Harm Reduction Coordinator and other members of the team of existing best practices, challenges, and successes of other programming in their scan and review. Another goal of the position is to assist in the development of policies and procedures for the SJSOWC pilot MAP, the evaluation of that program, and in the creation of a provincial MAP implementation guide and training program.

This full-time position will be shared between the MAP and Women's Centre. It will also support the training and program development work of the Women's Centre.

### **Duties and Responsibilities:**

- Engage in Canada-wide research scan of other MAP's that have been piloted or are currently providing services
- Work with the Harm Reduction Coordinator to design and implement the MAP pilot
- Engage with community consultation, particularly with individuals with lived experience to formulate relevant policies and procedures for the program. This work will include the development and implementation of a Lived Expertise Advisory Council
- Work with other service providers and individuals who seek services to determine NL-specific needs and considerations to best serve the target population
- Assist in ongoing evaluation of the pilot including assessment of outcomes (ie. safer use and access, uptake in positive personal behaviours, etc.
- Work alongside other MAP team members (Harm Reduction Case Manager and Harm Reduction Counsellor) to further inform specific needs of the program and determine both areas for change and areas where implementation is proving successful
- Provide research that will inform training needs of SJSOWC staff and staff at partner organizations in the MAP pilot
- Work alongside the Harm Reduction Coordinator to develop a community wide training for other organizations whose populations served could benefit from MAP
- Assist in development of a provincial implementation guide through evaluation findings of the pilot program
- Support the Women's Centre's training initiatives as well as program development

### **Qualifications:**

- Bachelor's degree in social work, psychology, sociology, nursing or other related field required; Master's considered an asset



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- Experience in secondary research and evaluation of programming, as well as reporting on findings and results
- Understanding of barriers experienced by those engaged in alcohol and substance use
- Strong knowledge of ethical research requirements, especially with vulnerable populations and those who may experience marginalization
- Minimum three years' experience in research. Research in feminist practice, harm reduction, substance use, and community program development is an asset
- Extensive knowledge and experience and research in such areas as complex mental health issues, addictions, trauma, conflict resolution and crisis intervention
- Knowledge of Harm Reduction, Feminist Approach, Trauma Informed Approach, Anti-Racist and Anti-Oppressive Frameworks
- Demonstrated time management, communication (verbal and written), organizational and interpersonal skills required
- Demonstrated independence, critical thinking and problem-solving skills involving innovation/creativity in solution development
- Proven team participation, collaboration, and goal development
- Experience working in an inclusive environment, working with trans, Indigenous, LGBTQ, and sex working women
- Proficient in Microsoft office

**Hours of Work:**

Monday – Friday (9-5), some evenings and weekends as required, 35 hours per week. This position has the potential for both on-site and work from home locations.

**Salary:**

The salary range for this position starts at \$55,000 annually (with potential increase relevant to qualifications)

**Duration:**

This is a full-time, contract position for the duration of the current funding cycle (two years). Potential for extension dependent on renewed and/or new funding.

SJSOWC embraces diversity and is committed to greater equity in our program and our employment. Our goal is to attract, develop, and retain skilled and strong volunteers and employees from diverse backgrounds allowing us to benefit from a wide variety of experiences and perspectives. In line with this, preferences will be given to and applications are encouraged from women (transgender and cisgender) and non-binary people who are: Indigenous, Black and people of colour, people living with disabilities, women with experiences in substance use, sex work, and women with experience in the criminal justice system. We encourage applicants to self-identify any marginalized experiences and identities in their application with the knowledge that disclosed experiences will remain confidential.