



**INTENSIVE ADDICTION SUPPORTIVE HOUSING WORKER (ASH) FULL TIME**  
**Hours of Work: Monday – Friday daytime, some flexibility required for evening**  
**and weekend hours**  
**Salary: 40,000-45,000 annually**

The Intensive Addiction Supportive Housing Worker will provide comprehensive community treatment and housing support to clients participating in the agency's (ASH) program. Some duties may include but are not limited to: initial and on-going assessments, initial treatment planning and ongoing adjustments as required, community treatment, crisis support and management, referral and integration of required services, life skill enhancement, eviction prevention, advocacy, personal care coaching, self-efficacy promotion, transition planning and collaboration with other services.

**QUALIFICATIONS:**

1. Bachelors' degree (or equivalent) in social work, psychology, or Addiction Education specific.
2. Experience and/or education in Concurrent Disorders is an asset
3. Knowledge and understanding of poverty, homelessness, addictions and mental illness
4. CCAC certified or working towards obtaining accreditation with CACCF.
5. The ability to work with individuals of diverse and marginalized populations.
6. Familiarity with harm reduction framework with substance use and mental health.
7. Thorough understanding of Housing First and Supportive Housing models, Landlord Tenant Act, Tenant Protection Act, Mental Health Act, the Ontario Human Right Code and Child and Family Services Act
8. Experience in crisis intervention and conflict resolution with distress individuals
9. Valid driver's licence and appropriate operators insurance
10. Effective communication skills verbally and written, organizational and time management skills
11. Must be comfortable working independently or as part of a team
12. Must be a confident decision-maker

**KEY RESPONSIBILITIES:**

1. Maintain client files, caseload, documentation and statistics in a timely manner.
2. Conduct standardized assessment using approved tools to determine specific needs, goal, characteristics, problems, stages of changes and eligibility into the program and overall treatment.
3. Negotiate individualized treatment plans based on feedback from the assessment results, client's strengths, prioritized problems areas, clinical judgement, client's preference and readiness to change, and identification of potential barriers to treatment entry.
4. Maximize client participation in treatment, community services and events and actively promote self-efficacy according to Motivational Interviewing approach. This will also include activities such as early intervention, relapse prevention, crisis intervention, and follow-up and after care.
5. Provide referrals for psychiatric consultation, mental health support and community resources.
6. Facilitate structured content and process groups for Addiction Services programs.
7. Maintain a professional collaborative relationship with partners.

8. Conduct a life skills assessment to determine client's specific needs to enhance independent living capabilities and promote self-efficacy.
9. Identify life skill goals and develop a comprehensive learning plan for achievement.
10. Provide clients with an orientation to the landlord, property, safety plans and general guidelines for tenancy.
11. Assist clients to meet their rent payment obligation, repair/deficiencies, property up keep, identify any Health and Safety concerns through monitoring and defining individual responsibilities, and by liaising with the landlord and/or the Supportive Housing partners as necessary.
12. Assess client's crisis needs including risk and safety, develops a safety plan and monitor until necessary supports are put in place.
13. Support client in developing successful transition plan to complete the program.
14. Ensure Mission Services workplace health and safety policies and procedures are followed at all times, conduct planned and unplanned inspections of the workplace, conduct accident investigations, review serious occurrences, monitor all health and safety reports and act to reduce workplace hazards.
15. Being active ambassadors for Mission Services Addiction Services programs.
16. Committed to uphold the organization's mission, values and standards
17. Work safely, identify any health and safety concerns and report to management, and follow Mission Services workplace health and safety policies and procedures at all times.
18. Adhere to a strict policy of confidentiality.
19. Other duties as required to ensure the continuation of service to clients.
20. Facilitate support groups.
21. Outreach into the community including detention centers.
22. Involves some afternoon shift work.

**Mission Services is an equal opportunity employer** - In accordance with the Accessibility for Ontarians with Disabilities Act, Mission Services is committed to accommodating individual needs of applicants with disabilities throughout the recruitment process. Please call Human Resources at 905-528-5100 Ext. 3115 or email at [ecowan@mission-services.com](mailto:ecowan@mission-services.com), if you require an accommodation to ensure your equal participation during the recruitment and selection process.

### **How to Apply**

***Please submit a résumé with cover letter by July 20<sup>th</sup>, 2018 to:***

**Mission Services of Hamilton**

**P.O. Box 368, Hamilton, ON L8L 7W2**

**or email to [ajoseph@mission-services.com](mailto:ajoseph@mission-services.com)**