



INTERNAL AND EXTERNAL JOB POSTING:  
WOMEN'S COMMUNITY DEVELOPMENT WORKER

**POSTING DATE:** July 3<sup>rd</sup>/2018

**CLOSING DATE:** July 17<sup>th</sup>/2018

**STATUS:** Full Time, Permanent (35 hours per week including some evenings and weekends)

**SALARY:** Starting at \$40,000.00

**JOB DESCRIPTION**

The Women and HIV/AIDS strategy is aimed at: increasing awareness and access to HIV and STBBI prevention, and reducing transmission of HIV/HCV and other blood- borne infections, using a community development model. Our catchment area covers Trenton to Brockville & north to Sharbot Lake and Lanark County. The WHAI program will:

- Strengthen the capacity of communities to support women living with and/or affected by HIV and AIDS.
- Reducing HIV transmission among women, enhancing local community capacity to address HIV and AIDS, building safe environments to support women and their HIV and AIDS-related needs.
- Working with any and all relevant groups and organizations to build local community capacity to respond to women's HIV/AIDS prevention needs, and to improve the quality of life for women living with or affected by HIV/AIDS.
- Acting as a liaison between HIV/AIDS Regional Services and local women's organizations and providing consultation, education and presentations to women's group, participating in local planning initiatives relating to women's issues and providing resources and tools to promote HIV/AIDS prevention.

The successful candidate will bring to the job: a sex positive approach to HIV prevention; experience in social justice issues including PHA advocacy; an understanding and a respect for the diversity of women's lives; knowledge of the determinants of health and how they relate to PHA's and people at risk; and a sound knowledge of the principles of community development, of harm reduction and positive prevention.

**RESPONSIBILITIES**

- Working directly with women within community gathering settings; engaging women living with HIV, women who face systemic risks for HIV, as well as the broader community through women centered opportunities
- Reports directly to the Executive Director and to the provincial Women HIV/AIDS Initiative (WHAI).
- Identify local communities, community organizations, grassroots groups and service providers that serve women (trans and cis) in Kingston and help build their capacity in responding to women's HIV prevention and support.
- Develop and implement resources (pamphlets, reports, policies, trainings, forums, etc.) aimed at service providers and other stakeholders with the aim of raising awareness of structural barriers to women's health and building capacities to respond to the HIV prevention and support needs of women from different communities, including HIV positive women.
- Collaborate in policy development in various settings
- Support diverse communities organizing themselves and support the creation of collaborative problem-solving strategies to shared problems and issues
- Provide trainings and resources that strengthen the ability of community organizations and groups to build structures, systems and skills that enable them to participate and take action in or on behalf of their community
- Participate in relevant community meetings, committee meetings and community events

- Examine relevant research and epi data to inform program development that reduces isolation and supports the health, safety, social needs, self-determination, and human rights of women.
- Participate in various coalitions in Kingston to build partnerships that support the expansion and creation of relevant programs and services; reducing barriers to service provisions for women
- Implement appropriate evaluation tools to ensure services are relevant and effectively address the needs of women in Kingston
- Participate in community-based research
- Commit to continue skill development relevant to position
- Other duties as required

**Knowledge of:**

- Principles of harm reduction and positive prevention
- Substance use, including why/how people use, drug culture in Kingston, and how using relates to HIV
- Health promotion and HIV prevention strategies and interventions for women
- Social determinants of health and the impact on women's lives
- The impact that criminalization has on women's lives
- Anti-oppression and anti-racism; the impact of structural and social oppression in the ability to access to services and personal and community health
- The complexities of sexual, cultural, religious, gender, and language identities and their intersections; understanding of unique considerations when working with diverse women's communities
- Social and structural factors that impact health outcomes for women

**Skills:**

- Self-motivated; able to set priorities and manage time effectively
- Ability to work independently and in a team environment
- Effective written and oral communication skills
- Strong presentation and facilitation skills with diverse audiences
- Program management and project evaluation
- Ability to work in non-conventional settings, such as prisons, the street and shelters
- Experience working with volunteers

**Personal Suitability:**

- Sex-positive and drug-positive attitude
- Anti-oppressive and anti-racist perspectives and understanding
- Comfortable discussing all sexual topics and practices
- Willing to be flexible in working schedule, including some evenings and weekends

**Qualifications:**

- Diploma in Community Social Services, or related program/experience.
- Class G Driver's License with access to a reliable vehicle.
- Recent, related experience of one year or more in a relevant field.
- Language: Fluency in English. Fluency in French and/or other languages is a strong asset

We encourage those who are HIV+, racialized, trans identified, indigenous, folks with lived experience pertaining to substance use , LGBTQ+ and those with disabilities to self-identify in their application.

**\*\*Please note this position involves working flexible hours including some evening and weekend work.\*\***

**In your cover letter please include your thoughts on the challenges related to values required for this position.**

**We would like to thank all applicants in advance for applying for this position, please note that only candidates selected for an interview will be contacted.**

**We strongly encourage people living with HIV to apply.**

### **APPLICATION PROCESS**

Applications must contain a cover letter explaining your interest in the position and how your qualifications are appropriate and a detailed resume, prepared in one document with your name as the file name.

Applications may be submitted to [edhars@kingston.net](mailto:edhars@kingston.net) with WHAI APPLICATION as the subject line.. Applications must be received at HIV/AIDS Regional Services by 4:00pm, July 17th, 2018. Candidates selected for an interview will be contacted by July 24th, 2018.