

***Join our amazing team—and be part of an exciting new pilot project!***

**Peer Support Specialist, Safe Bridge Stabilization Pilot Program**

**Full-Time Days (7-month contact with possible extension)**

The Elizabeth Fry Society of Ottawa is a not-for-profit community agency that supports and advocates for women, gender-diverse individuals, and men who are impacted by the justice system. We provide a diverse array of community-based and residential programming. Our work is aimed at reducing harm and oppression, supporting people overcome barriers to reintegration, and empowering them to build a life of stability and resiliency. We are a feminist organization committed to working from a human rights and anti-oppression perspective, recognizing systemic barriers that lead to marginalization. We work through a trauma-informed approach, using person-first language and recovery principles to foster a respectful, diverse, and inclusive environment to promote healing, recovery, and successful reintegration. E Fry Ottawa is a unionized agency.

The Safe Bridge Stabilization Program is a pilot program for women/gender-diverse people who are experiencing problematic substance use and who are motivated to stabilize in preparation for residential treatment. We are implementing this pilot program in collaboration with Minwaashin Lodge and Cornerstone Housing for Women. Safe Bridge is designed to provide safe and supportive day/evening programming for up to six (6) women in our 24/7 staffed residence, as well as to clients of Minwaashin Lodge (day programming).

Using a person-centered and trauma-informed approach, the Peer Support Specialist will collaborate with clients to provide individualized support in a flexible, compassionate, and responsible manner to help program participants engage in programming, navigate difficult transitions, and promote readiness for treatment. The Peer Support Specialist facilitates groups and provides one-on-one, short-term support as required. In collaboration with other members of the Safe Bridge team, the Peer Support Specialist uses empowerment and recovery-oriented approaches with individuals and the group to help combat stigma, raise self-esteem, improve self-concept, and instill hope.

**Job Title:** Peer Support Specialist, Full-Time Position (7-month contract)  
**Reports to:** Manager, Safe Bridge Stabilization and Day Program  
**Hours:** 37.5 hours/week may include some evenings  
**Language:** English Essential (Bilingual Preferred)  
**Salary:** \$21.61/hour (+ benefits). **This rate of pay will increase to \$22.15 on April 1, 2023.**

**To protect vulnerable residents and staff, the successful candidate will be required to submit proof of COVID-19 vaccinations as per our employee immunization policy.**

## **Core Responsibilities**

- Facilitate psychoeducation and peer related groups/workshops on topics such developing skills to address the underlying challenges associate with substance use health and/or mental health challenges, personal skill development, self-care, social and art recreational groups, and wellness activities.
- Facilitate/co-facilitate similar groups for community Safe Bridge participants.
- Act as a role model in self-care, self-awareness, self-empowerment, and self-compassion.
- Engage in purposeful and deliberate sharing of your own lived experience & recovery to facilitate engagement, building of trust, and peer validation. Sharing wellness tools and opportunities for reframing.
- Provide support using a trauma-informed approach, including emotional support, therapeutic listening, and crisis intervention that support personal autonomy and choice.
- Participate in program evaluation and feedback. Collaborate with the Safe Bridge team as required, including ongoing quality improvement throughout the duration of the pilot project.

- Encourage and support residents learning to apply life skills (e.g., cooking, cleaning, and healthy habits) that support recovery and improve quality of life after treatment.
- Other duties as required by the Manager, Safe Bridge Stabilization Program.

### Other Responsibilities

- Be part of a collaborative, supportive, and empowering team built on passion, respect, and inclusiveness.
- Promote and maintain the mission, vision, and values of the Elizabeth Fry Society of Ottawa and the Safe Bridge Stabilization Program, including providing compassionate support and taking a trauma-informed approach.
- Participate in ongoing supervision and debriefs with the Manager, Safe Bridge Stabilization Program.
- Attend and participate in monthly all-staff meetings and Safe Bridge team meetings.

## Required Qualifications, Knowledge, Capacity, and Commitment

### Required Education and Experience

- Secondary School Diploma (additional education and training preferred).
- Peer Support Certification considered an asset (or willingness to obtain).
- Demonstrated ability to hold boundaries, engage in appropriate emotional self-regulation, practise of self-care, and maintenance of professional & supportive relationships with program participants.
- Lived/Living experience with substance use health + mental health/incarceration, with established recovery.
- Experience in group facilitation.
- Experience providing peer support to individuals with substance use health and/or mental health challenges.
- Experience working with women or in female-centered programming.
- Experience and sensitivity in dealing with members of different cultural and racial backgrounds, including visible and invisible dimensions of diversity.

### Required Knowledge, Capacity and Commitment

- Knowledge of recovery principles, stages of change, and empowerment-oriented practices.
- Knowledge of substance use health, mental health, and related issues.
- Excellent oral and written communication skills.
- Excellent interpersonal skills such as use of empathy, compassion, and validation.
- Excellent crisis intervention and conflict resolution skills.
- Knowledge of systemic issues such as poverty, homelessness, stigma, and isolation felt by individuals with substance use health challenges and mental illness.
- Ability to work professionally, autonomously, collaboratively, and respectfully within a team environment.
- Working knowledge of Microsoft Office, the Internet, and data management software.
- Valid First Aid/CPR certification.

## Interviews will begin Friday, March 10, 2023

**Please send your résumé and a cover letter** to Zahra Wells, Manager of Safe Bridge Stabilization Program through: [careers@efryottawa.com](mailto:careers@efryottawa.com)

***Tell us how you meet or exceed the above requirements and any of the following "great to have" qualifications...***

- You have experience in a women's residential setting.
- You have knowledge of local community resources.
- You have recent Naloxone, ASIST or SafeTalk, NCVI training, and/or other relevant training.
- You have a genuine interest in working with vulnerable women and gender-diverse people with care, compassion, and empathy.

**We thank all who apply. Only those selected for an interview will be contacted.**