



Harm Reduction Specialist

Vision: PCOM aims "To co-create a society where diverse sexual and gender minorities (SGM) are affirmed without barriers, encompassing well-being, thriving capacity, self-love, cultural affirmation, and social justice." More information: www.pridecentermd.org.

Role Overview: The Harm Reduction Specialist focuses on engaging and supporting program participants, especially concerning drug and alcohol use, sexual health, and self-harm using a harm reduction model. This role aims to meet individuals "where they are", offering non-judgmental, non-coercive resources and services to those engaging in risky behaviors. The Specialist is pivotal in promoting Community Access using the harm reduction model for SGM youth and young adults from diverse racial backgrounds in a predominantly African American city.

Key Responsibilities:

- Use harm reduction to assess client needs, including outreach, counseling, and education.
- Develop strategies to meet the needs of various at-risk individuals.
- Attend and contribute to Harm Reduction Committee meetings and projects.
- Provide training on the harm reduction model, including sexual health and HIV prevention strategies.
- Offer recovery-oriented support services and outreach to program participants.
- Assist in implementing person-centered service plans based on program participant goals.
- Maintain thorough and timely documentation in line with agency policies.
- Advocate for quality care from external service providers.
- Assist participants in maintaining sanitary and safe living conditions.
- Provide referrals for treatment based on program participants' directions.
- Coordinate with the Education and Employment Coordinator to support vocational and educational goals.
- Offer conflict resolution and crisis intervention as necessary.
- Reinforce program/agency standards in all interactions.
- Maintain a yearly special project emphasizing harm reduction.
- Attend supervisory, meeting, and training sessions as required.
- Provide holiday, evening, and weekend coverage as necessary.
- Perform other duties as assigned and show initiative in follow-through.

Qualifications:

- Minimum of two years' experience in a harm-reduction model.
- Comprehensive understanding of harm reduction.

- Ability to impart knowledge in areas like engagement, harm reduction, and conflict mediation.
- Proficient in conflict mediation/negotiation and problem-solving.
- Demonstrated leadership and team collaboration skills.
- Proficient in Microsoft Word and Excel.
- Culturally sensitive to diverse groups including PWUD, PLWHA, LGBTQ/SGL, YIDU, SMI, and men at sexual risk of HIV/STI.
- Skilled in health insurance navigation, documentation, group facilitation, and overdose prevention training.
- Ability to enter data into PCOM program databases and funder portals.

Salary Range: \$40,000 - \$55,000. Position is a Full-time Equivalent Contractor.

How to Apply:

Interested candidates are encouraged to submit their resume, a cover letter, and proof of state licensure showing their qualifications and passion for sexual health, and three professional references to Evans Cooper at evans@pridecentermd.org.

Application Deadline:

Oct 31, 2023

Equal Opportunity Employer:

The Pride Center of Maryland is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees and patients regardless of race, ethnicity, sex, gender, sexual orientation, and or disability.