



## Job Posting

### Harm Reduction Specialist

#### About SERDC:

Southeast Resource Development Council (SERDC) is a dynamic Indigenous-led non-profit organization that focuses on the needs of our member communities. We strive to make a meaningful impact by supporting our people through on and off-reserve programs and services.

We serve eight member communities consisting of Berens River First Nation, Brokenhead Ojibway Nation, Bloodvein River First Nation, Black River First Nation, Hollow Water First Nation, Little Grand Rapids First Nation, Pauingassi First Nation and Poplar River First Nation.

#### What we offer:

- Comprehensive benefits package
- Pension
- Support work-life balance, including personal days, cultural leave, sick time, and a minimum of three weeks' vacation

#### Conditions of Employment:

- Must produce a satisfactory Criminal Record Check (including Vulnerable Sector Search).
- Must produce a satisfactory Child Abuse Registry Check.
- Must produce a satisfactory Adult Abuse Registry Check.

Salary commensurate with experience.

SERDC recognizes the importance of building an exemplary service delivery organization. We are committed to employment equity, diversity, and inclusion, and are proud to support career opportunities for Indigenous peoples to reflect the communities we serve.

**Preference will be given to qualified SERDC community members or First Nation applicants who voluntarily self-declare in their application.**

**\*Reasonable accommodation is available upon the applicant's request. \***

We thank all applicants for their interest in this position; however, we will only be contacting candidates selected for interviews.

**Closing Date:** all applications must be received by **April 24<sup>th</sup>, 2026, at 4:00PM.**

**How to Apply:** Apply on our website and specify the position of interest <https://serdc.mb.ca/careers>.

<b>Job Title</b>	<b>Harm Reduction Specialist</b>
<b>Reports To</b>	Tribal Nursing Officer
<b>Division</b>	Health Clinical
<b>Department</b>	Public Health
<b>Program</b>	Harm Reduction

### Job Purpose

Under the supervision of the Tribal Nursing Officer, the Harm Reduction Specialist is responsible for the coordination, development, and delivery of comprehensive Harm Reduction programs and services. This role ensures that all programming is client-centered, culturally responsive, evidence-informed, and aligned with organizational priorities and funder requirements. The position provides expertise by leading the day-to-day program activities to ensure high-quality, safe, and effective service delivery.

The Harm Reduction Specialist will regularly consult with clients and community members to determine areas of educational need and, where possible, create meaningful opportunities for education and engagement through producing directed programming based on community assessments.

### Duties and Responsibilities

#### 1. Program Oversight and Management

- Guide and ensure effective and appropriate daily activities and services in the provision of all Harm Reduction programs and services.
- Lead harm reduction operations within available budget, resources, and provides variance reporting accordingly.
- Implement and revises operational plans to achieve objectives.
- Provide project management and coordination support to ensure timely meeting of department goals for members of the education team.
- Assure service quality to provide safe and effective service to clients and meet appropriate levels of client experience.
- Liaise and work effectively with a wide variety of external stakeholders including funders, community agencies, associations, and other community health centres.

#### 2. Program Development and Evaluation

- Design, implement, and facilitate a range of educational harm reduction programming in collaboration with clients and communities, health directors and staff
- Maintain up-to-date and accurate knowledge of HIV, HCV and STBIs including prevention, transmission, treatment, and emerging trends in relation to risk groups such as LGBTQ2S+

people, people who use drugs, women, Indigenous people, and people who have been incarcerated.

- Ensure development projects are based on client need, fit within available resources, and are planned collaboratively with other internal partners.
- Monitor progress towards program goals and deliverables, including project spending and the preparation of statistical and program information.

### **3. Leadership**

- Develop, implement, and evaluate strategies and Harm Reduction projects to meet client needs and meet obligations of applicable funders.
- Participate in the development and implementation of a responsive health human resources strategy to meet client needs.
- Effectively motivate the team to ensure collaborative relationships within an interdisciplinary framework.

### **4. Other related duties as assigned.**

## **Qualifications/Skills**

### **Education and Training**

- University degree related to health, social services, or education (Social Work, Adult Education, Psychology, Nursing, etc.), or equivalent combination of education and experience.

### **Knowledge, Skills and Experience**

- 5 years experience in the following areas:
  - program coordination and supervision of volunteers and/or student placements in the community social services sector.
  - developing and delivering educational programming, preferably related to harm reduction, overdose response, hepatitis C and/or HIV, including curriculum development, facilitation and evaluation.
  - planning, promoting, launching, and delivering public education and development activities and events, such as conferences, forums, and workshops
- Valid First aid/CPR and Naloxone certification.
- Valid Class 5 driver's license
- Experience working with and between multiple communities for the promotion of health or progressive social change, through collaboration and community building.
- Relevant or applicable training in the provision of culturally safe care and a demonstrated commitment to anti-colonial practice.
- Demonstrated excellent leadership capabilities.
- Highly effective interpersonal and communication skills.
- Well-developed analytical and evaluative or research abilities.
- Demonstrated experience in crisis response, de-escalation, and emergency response
- Highly flexible, consistently positive, and team-oriented outlook.

### **DESIRED:**

Ability to speak Ojibwe

## **Working Conditions**

- Standard office hours with occasional flexibility required for meetings or events.
- This role will require occasional travel between different office locations via various modes of transportation (such as air, land, etc.) with occasional overnight stays in SERDC communities.
- The role may involve a high level of stress while fulfilling the responsibilities associated with the position.

## **Physical Requirements**

- Prolonged periods of sitting at a desk and working on a computer.
- Ability to move within the office to attend meetings, retrieve documents, and assist employees.
- Occasionally required to lift and carry materials weighing up to 50 pounds (e.g., files, documents, or office supplies).
- Manual dexterity for typing, using office equipment, and filing.