



SafeLink Alberta is an organization delivering services throughout Southern Alberta. As a non-profit organization, we work to reduce the risks associated with sexual activity and substance use. We serve and advocate for priority populations by offering low-barrier, non-judgmental, and informed programs and services. We offer a fun and energetic environment that provides opportunities for you to utilize your talents and develop new skills.

Systems Navigator - Shift

About the Role

The Systems Navigator – Shift will be responsible for supporting sex workers with comprehensive and individualized support services based on our mission to reduce the harms associated with sexual activity and substance use. Systems Navigators work with participants to navigate complex health and social systems and to address and improve factors which influence health outcomes. Support services are made available over the phone, virtually, and in person through our drop-in spaces and via street and community-based outreach.

Key populations include those living with or affected by HIV, HCV, and other STBBI's, adults involved in sex work, cis and trans gay, bi, and other men who have sex with men, members of Indigenous communities, members of African, Caribbean, and Black communities, and with individuals who use substances. The Service Navigator – Shift focuses on services, supports, and systems relevant to adults of all genders who have worked, are currently working, or are intending to work within the sex industry.

What you will do

- Assess participant's needs in the areas of health, housing, income security, social inclusion, legal and immigration, substance use, and basic needs.
- Provide participants with emotional support, intervention, system navigation, and substance use and sexual health education.
- Engage in prevention discussions and activities, including the preparation and distribution of safer sex and substance use equipment and education around safer practices for the prevention of sexually transmitted and blood borne infections.
- Engage participants in the development of an individualized service plan based on participant-identified needs.
- Coordinate a network of resources and support services with and on behalf of participants by bridging communication gaps with service providers, arranging and/or attending referrals and case conferences, and accompanying participants to appointments as appropriate. Where approved, transportation of participants in personal vehicles may occur.
- Advocate with (and on behalf of where appropriate) participants to address barriers to accessing services.
- Ensure on-going support to participants through the development of mutually agreed upon contact plans, maintaining regular appointments and telephone calls.
- Provide online, community, and street-based outreach as required on a frequency

- established by participant and program requirements.
- Collaborate with and support the Shift advisory committee of volunteers to plan and execute events, align programming with sex worker needs, and respond to community concerns.
- Maintain appropriate knowledge on policies and local trends impacting sex workers including labour laws, changes to the criminal code, and applicable by-laws.
- Conduct substance use debris mitigation and provide drug poisoning intervention in community spaces where needed.
- In collaboration with leadership, develop and maintain inter-agency collaborative relationships with community partners to enhance service delivery across the system of care.
- Maintain and enhance knowledge of emerging information and trends related to STBBIs, sexual health, substance use, social determinants of health, and the specific challenges faced by our key populations through ongoing self-directed learning.
- In collaboration with the Education team, participate in the development and delivery of group education sessions on a variety of related topics as needed.
- Ensure program accountabilities through maintaining program statistics and service delivery outcome evaluation information as per database requirements.
- Participate in ongoing program evaluation and reporting processes and learning opportunities as required.
- Continuously monitor quality improvement and evaluation of participant files and provide information on potential areas for improvement.
- Work to understand, communicate, and emulate key agency positions and values.
- Demonstrate a commitment to fostering Inclusion, Diversity, Equity, and Accessibility (IDEA) initiatives, actively participate in these efforts within the organization, and promote an inclusive environment for all individuals.
- Participate as a collaborative and supportive member of the SafeLink Alberta team. This includes engagement in community events, fund development efforts, professional and team development opportunities, and anti-racism and decolonization initiatives.

What you will bring

- Minimum two years' direct work experience in front-line or participant focused support setting. A combination of equivalent experience and education may be considered. Members of communities served, including people with lived and living experience, are encouraged to apply.
- Recognizing and understanding sex work from a rights-based, labour centered lens is required.
- Orientation to trauma and violence informed care, anti-oppressive practice, and harm reduction required.
- High ethical standards with an ability to maintain confidentiality required.
- Knowledge of sexually transmitted and blood borne infections, substance use, gender and sexual diversities, social determinants of health, and other relevant topics is an asset.
- Possess foundational knowledge on IDEA (Inclusion, Diversity, Equity, and Accessibility) principles in line with SafeLink Alberta's values.
- Demonstrated cultural awareness and responsiveness in working across diverse populations is an asset.
- Thorough knowledge of local social service programs and community resources is an

- asset.
- Strong knowledge of mental health and addictions-related issues and interventions an asset.
- Effective oral and written communication skills is an asset.
- Current Non-Violent Crisis Intervention (NVC) or MANDT, Suicide Intervention (ASIST), and First Aid/CPR certifications an asset.
- Provision of a criminal security check with vulnerable sector search required. A positive criminal record check will not necessarily preclude a candidate from being hired - decisions will be made on an individual basis and all information will be kept confidential.
- Ability to carry a backpack (up to 25lbs) and travel on foot year-round is an asset.
- Valid driver's license and access to reliable transportation is an asset.
- Proof of vehicle registration and \$2 million liability insurance required.

What We Offer

The starting salary range for this position is between \$50,252 - \$54,912 based on education and experience.

Join an organization that values IDEA

At SafeLink Alberta, we are committed to promoting Inclusion, Diversity, Equity, and Accessibility (IDEA) within our organization and the communities we serve. For us, Inclusion means fostering a welcoming and respectful culture, diversity is ensuring a fair representation of voices and perspectives, equity is supporting everyone in accessing needed resources, and accessibility is making services available to everyone. We view IDEA as essential to building inclusive, empowered, and healthier communities while acknowledging that this involves continuous work and learning, and sometimes we will make mistakes. We strive to adapt to unlearning and learning as needed. We pledge to integrate IDEA principles into our strategic plans and keep the community informed of our progress for transparency and accountability.

We especially encourage applications from communities that are under-represented among our staff, such as people living with HIV, visible minorities, those with lived/living experience, and people with culturally diverse backgrounds. We value your experience, and we encourage you to self-identify in your application should you feel comfortable doing so.

Ready to Apply?

This position will remain open until a suitable candidate is found. Please send your cover letter, resume, and any other relevant material to support your application via email to human.resources@safelinkalberta.ca quoting job reference **SLA – 206**.

You must be available for in-person/online interviews. No phone calls please. We thank all applicants for their interest; however, only those selected for an interview will be contacted.