



Peer Outreach Worker

FT 22 Months Contract Role

Location: Hamilton

Salary: \$45,000-\$50,000

INTRODUCTION:

The Integrated Programs Peer Outreach Workers will use their lived experience and training in mental health, addictions, and homelessness to establish connection, trust, and rapport, with individuals who identify as Indigenous living in Hamilton who are experiencing mental health, addictions, and homelessness. They will provide a unique perspective and inspire hope for those who are experiencing mental health, addictions, and homelessness issues to vulnerable Indigenous community members accessing the Hamilton Homeless Addictions Recovery Treatment (HART) Hubs. They will work closely with external partners involved in the HART Hub to serve DAHC patients and participants effectively and efficiently through traditional and innovative approaches to service delivery. While staff are expected to operate from a harm reduction-informed perspective, this role does not include the provision of harm reduction supplies (e.g., needles, pipes, or other safer use materials). Expected commitment is between 30-35 hours per week.

Role:

POWs will provide outreach to hospitals, clinics, and community, 1 to 1 peer support, and regular facilitated groups. POW facilitated groups will provide an opportunity for individuals to connect with others in the community while working on improving and maintaining all aspects of wellness including physical, mental, emotional, and spiritual. As a part of the outreach component of the position, partnerships and relationships will be built between existing peer outreach programs to learn from their successes, bring awareness to these services, and broaden connection for Indigenous individuals who may be accessing services through other programs in the community. This would include outreach to other Indigenous organizations, mental health and addictions services, hospital programs, and community services.

Preferred Knowledge, Skills, and Ability

- A strong connection with Indigenous culture and traditions.
- Lived experience with mental health, addictions and/or homelessness required.
- Familiarity working with people who have experienced various forms of trauma, including intergenerational & historical trauma, homelessness or precarious housing, transitions between community and hospitals.
- Knowledge of local programs and supports for mental health, addictions and homelessness, harm reduction strategies, referrals to detox, treatment planning, wellness & recovery planning, relapse prevention, pathways, anxiety & depression, coping skills & techniques.
- Experience facilitating mental wellness and addictions groups (life skills, anger, anxiety, self-esteem, sleeping, etc.).
- Experience working with individuals in active substance use and applying harm reduction approaches.
- Ability to support clients non-judgmentally within the framework of harm reduction, while adhering to organizational and/or legal limitations on service delivery.
- Ability to provide one-on-one-peer support in a formal or informal setting, such as drop-ins, shelters, streets, home visits.
- Ability to effectively manage disruptive behaviour and de-escalation.
- Demonstrated ability to work independently and in a team environment.
- Consult with and provide information to staff regarding clients and assist with the development of care plans for complex clients.

- Computer literacy and basic proficiency with Microsoft Office.
- Possess excellent time management, organization and verbal & written communication skills
- Respect the rights, dignity, and feelings of others to create a safe and respectful work environment that is free from harassment, discrimination, and violence.
- Established self-care routine and supports.
- Other duties may be assigned by team lead and/or management.

STATEMENT OF QUALIFICATIONS:

- Lived experience with mental health and/or addictions
- College diploma, peer support training considered an asset
- In addition to requirements for the position, the ideal candidate would also possess some of the following qualifications:
- 2-5+ years' experience working with individuals with complex needs

INTERESTED APPLICANTS

Please submit your resume and cover letter to: humanresources@dahac.ca by May 15th, 2026.

Nya:weh / Miigwetch to all applicants. Only those selected for interviews will be contacted

Please note that **ONLY** complete applications with cover letter will be considered.

Preference is given to candidates of Indigenous Decent.

100% Organization Paid Benefits

- Health Benefits
- Employee Life AD&D Insurance
- Business Travel Life and Disability Insurance
- Dependent Life Insurance
- Employee Critical Illness Insurance
- Travel Accident Insurance
- Long Term (LTD) Benefit

Retirement Benefits

- Hospitals of Ontario Pension Plan (HOOP) with Immediate Eligibility

Other Benefits

- 3 weeks' Vacation (to start) annually
- 12 Personal Days annually