



Harm Reduction Mobile Specialist

Western North Carolina AIDS Project's (WNCAP's) mission is to provide equitable access to care and reduce harm from HIV, Hepatitis C, and drug use. WNCAP provides case management, prevention education, STD testing, harm reduction, and other support services to people living across 18 counties of western North Carolina. WNCAP employs approximately 30 people and has 2 locations.

The primary role of the Harm Reduction Mobile Specialist is to provide syringe services and other harm reduction services to clients via WNCAP's mobile unit and in our Franklin, NC office. Qualified candidates are able to create and maintain meaningful relationships with clients while utilizing healthy boundaries and must be comfortable around people who use drugs and injection equipment, including needles, and, if relevant, have a minimum of 12 months of active substance use recovery.

This is a full-time nonexempt position operating out of WNCAP's Franklin, NC office and mobile sites throughout Western NC. Regular work hours are 9am-5pm Monday-Friday with 1 hour paid lunch, but candidate should have the ability and willingness to work nights and weekends, infrequently and with advance notice, as needed.

Duties

Job duties include, but are not limited to:

- Create a welcoming, judgment-free, and friendly environment for clients.
- Operate mobile and fixed-site syringe services program, dispensing Harm Reduction supplies to clients, including but not limited to: sterile syringes, cookers, tourniquets, naloxone/overdose reversal kits, etc.
- Complete intakes with Harm Reduction clients and orient them to all services available at WNCAP.
- Provide non-coercive and confidential services based on Harm Reduction philosophies, creating positive rapport while maintaining healthy boundaries.

- Refer/enroll Harm Reduction clients to/in WNCAP's Community Navigation program.
- Use accessible realistic language to convey complex relevant information.
- Offer respectful, client-centered education on health, harm reduction, safer use strategies, local resources, and relevant state laws.
- Track dispensed supplies by maintaining database & sign out sheets, and assist in preparation of reports to NCDHHS.
- Receive/document inventory shipments.
- Perform data entry using Excel and any other relevant software, and complete paperwork timely and accurately.
- Offer HIV, HCV, & syphilis tests to clients, and provide testing, post-test counseling, and referrals, as appropriate.
- Safely dispose of collected syringes, track syringe return rate, and develop strategies to improve return rate.
- Develop relationships with community partners.
- Light office cleaning may be required at times, including organizing supplies, dusting furniture, wiping surfaces, straightening up, etc.
- Follow mandated safety precautions and procedures at all times.
- Travel as needed for training, meetings, and workshops.
- Communicate effectively with teammates and clients.
- Work well independently and in a team setting.
- Perform other tasks as needed.

Requirements:

Qualified candidates must have a demonstrated understanding of and commitment to the principles of Harm Reduction, and at least one of the following:

- North Carolina Peer Support Specialist Certification and/or eligibility for certification; or
- 1 year of experience in Harm Reduction work; or
- 1 year of experience in customer service or administrative work; or

- 1 year of higher education in a related field; or
- Equivalent combination of education and experience.

Additional Qualifications include, but are not limited to:

- Willingness to be trained on HIV, Hepatitis C, gonorrhea, chlamydia, and syphilis counseling, testing and referral procedures, including phlebotomy training and collecting other specimens as needed
- Ability to empathize with clients from a variety of backgrounds
- Respectful interaction with diverse populations and marginalized communities, including people who use substances
- Proficiency with computers, including Microsoft Office (Excel and Word experience required), Google Drive, Gmail, and data entry/tracking
- Safe driving skills, good driving record, valid driver's license, vehicle liability coverage, use of reliable personal vehicle for work purposes, and ability and willingness to operate WNCAP's vehicles, including mobile services van.
- Punctuality and reliability
- Ability to read, write, and speak English fluently, bilingual ability is a plus
- Ability to prioritize and multitask in a fast-paced environment
- Precision and attention to detail
- Ability and willingness to work under challenging situations
- Ability to de-escalate contentious interactions
- Ability to maintain confidentiality and act with integrity when handling sensitive information, including following HIPAA guidelines regarding client Protected Health Information
- Team player with ability to work independently
- Willingness to travel as needed for training and workshops
- Willingness to complete required trainings
- Ability and willingness to work remotely as needed, requiring internet access at home
- Knowledge of local community resources (preferred but not required)
- In order to protect the wellbeing of our clients and staff, a pre-employment criminal background check is required. Criminal convictions do not

necessarily preclude employment and will be considered on a case-by-case basis.

- Pre-employment Moving Vehicle Report may be required to ensure auto insurance eligibility for operating company vehicles.

Physical Requirements include, but are not limited to:

- Must be willing and able to spend long periods of time in stationary position working at a computer and operating a vehicle.
- Must be able to lift and carry at least 50 pounds regularly.
- Must have no significant restrictions in bending, stooping, or lifting

Compensation and Benefits

Position Type: Full-time, Non-Exempt

Primary Location: Franklin, NC – primarily in-person with some remote work required

Starting pay range: \$42,000-45,000 per year

Work Schedule: Regular work hours are 9am-5pm Monday-Friday with 1 hour paid lunch

Dress Code: Business Casual

WNCAP is a certified living wage agency.

Benefits include:

- Partial employer-sponsored health and dental insurance
- Vision insurance
- Employer-sponsored life insurance
- Employer-sponsored Short Term Disability insurance
- Partial employer-sponsored Long Term Disability insurance
- 403(b) Retirement Savings Plan with Employer Contributions
- Paid time off

- Paid holidays
- Employee Assistance Program

To Apply

To be considered for this position, please submit a resume and cover letter detailing your interest in WNCAP and this specific position, including “Harm Reduction Mobile Specialist” in the subject line, to: employment@wncap.org

Please note that due to the high volume of applications, we cannot respond to all correspondence received.

WNCAP is an equal opportunity employer. We strive to foster a workplace that supports and amplifies a diverse array of voices and experiences. We strongly encourage women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, people living with HIV, and veterans to apply.

Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any status protected under local, state or federal laws.