



Harm Reduction Community Navigator

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 Community Navigator is to engage WNCAP syringe services program clients by creating and maintaining meaningful peer relationships while utilizing healthy boundaries. Qualified candidates 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 Asheville, NC office. 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.
- Build and maintain relationships with clients based on Harm Reduction philosophies, creating positive rapport while maintaining healthy boundaries and providing non-coercive and confidential Harm Reduction and navigation services.
- Use accessible realistic language to convey complex pertinent information.
- Coordinate/link individuals to transportation for relevant appointments, and/or provide transportation utilizing reliable personal vehicle (mileage reimbursement is provided for use of personal vehicle).
- Operate mobile and fixed-site syringe services program, dispensing HRed supplies to clients, including but not limited to: sterile syringes, cookers, tourniquets, naloxone/overdose reversal kits, etc.
- Follow mandated safety precautions and procedures at all times.

- Mitigate barriers to primary care and substance use treatment.
- Provide information and education regarding safer drug use, HIV, Hepatitis, local resources, and other subjects to clients.
- 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.
- Light office cleaning may be required at times, including organizing supplies, dusting furniture, wiping surfaces, straightening up, etc.
- 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 the principles of Harm Reduction, and one of the following:

- North Carolina Peer Support Specialist Certification; or
- Eligibility for North Carolina Peer Support Specialist Certification with willingness to complete certification within a specified timeframe upon hire.

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
- Proficiency with computers, including Microsoft Office (Excel and Word experience required), Google Drive, Gmail, creating digital slide presentations, and data entry/tracking
- Punctuality and reliability
- Ability to read, write, and speak English fluently, bilingual ability is a plus
- Ability to 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 client confidentiality according to HIPAA regulations
- Respectful interaction with diverse populations and marginalized communities, including people who use substances
- Team player with ability to work independently
- Willingness to travel as needed for training and workshops
- Willingness to complete required trainings
- Safe driving skills, valid driver's license, vehicle liability coverage, and use of reliable personal vehicle during scheduled work hours
- Must be willing and able to drive long distances transporting and/or visiting clients.
- 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.

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 25 pounds regularly.
- Must have no significant restrictions in bending, stooping, or lifting.

Compensation and Benefits

Position Type: Full-time, Non-Exempt

Primary Location: Asheville, 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
- Employee Assistance Program
- Paid time off
- Paid holidays

To Apply

For consideration for this position, please submit a **resume and cover letter** detailing your interest in WNCAP and this position, including “Harm Reduction Community Navigator” 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.