



Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale
Kingston Frontenac Lennox & Addington

Position:	Peer Engagement Support Worker	Competition Number:	2026-044
Hours of Work:	Minimum 12 hours per week. Days, Evenings, Weekends, Overnights, and Stat holidays.	Reports to:	Clinical Program Manager, ICH
Location:	Kingston	Hourly Rate:	Pay Band 4 \$ 27.73 - \$ 32.44
Job Status:	Permanent Part-time	Union/Non-Union:	OPSEU/SEFPO Local 489
Vacancies:	Two (2)		

This posting is for an existing vacancy within our organization

Job Summary:

Reporting to the Clinical Program Manager, the Integrated Care Hub (ICH) Peer Engagement Support Worker works as a member of an interprofessional and integrated service team. This position provides services to individuals 18 years of age and older who use substances and/or have a serious mental illness and access services at the Integrated Care Hub.

The Peer Engagement Support Worker plays a key role in connecting clients to essential services, focusing on harm reduction, health and wellness, and support. This role involves actively engaging clients, identifying health and service needs, supporting harm reduction practices, and ensuring safe, respectful environments within AMHS settings. As a peer-based role, lived experience is an asset in building trusting relationships and promoting client-centered care.

Utilizing personal experiences with mental health and addictions they apply harm reduction practices and promote a harm reduction culture in their work. All services are provided in accordance with the mission, vision, values, and established policies and protocols of the Agency.

As an important part of the team, this role is a float position designed to provide coverage across various shifts, with a guaranteed minimum of 12 hours per week. Additional hours may be available based on staff needs and availability within the Integrated Care Hub.

Minimum Qualifications:

- Relevant post-secondary education including a college diploma or certificate in a health care or social service discipline
- One-year relevant experience providing services to individuals who use substances, live with a serious mental illness and/or are homeless
- Lived experience with addiction and/or serious mental health illness, either personally or through a close family member, strongly preferred.
- Experience of having responded to an overdose, preferred
- Certification in First Aid and CPR an asset
- Applied Suicide Intervention Skills Training (ASIST) and Non-Violent Crisis Intervention (NVCI) an asset
- Experience working within a case management model, an asset

Knowledge, Skills and Abilities:

- Knowledge of and ability to apply discipline specific principles and practices to individuals who use substances and/or live with a serious mental illness, within a harm reduction and client-centered approach
- Demonstrated in-depth knowledge of mental health symptoms, issues, psychotropic medications, and associated side effects
- Knowledge of and the ability to incorporate best-practices community support for individuals living with addictions and serious mental illness
- Demonstrated assessment and crisis intervention skills with broad knowledge of emergency mental health and crisis stabilization
- Demonstrated clinical reasoning and decision-making skills
- Ability to effectively utilize community resources and supports to meet the needs of individuals
- Ability to work under pressure within a fast-paced environment
- Working knowledge of the Health Care Consent Act, Mental Health Act, Personal Health Information Protection Act, and other relevant legislation
- Excellent communication and interpersonal skills in order to effectively engage community services and individuals, increasing awareness of services
- Well-developed problem-solving, prioritization and conflict resolution skills
- Experience in harm reduction, overdose prevention, or working in addiction services.
- Ability to build rapport with clients through empathetic, respectful engagement.
- Strong communication and interpersonal skills, particularly with individuals from diverse backgrounds.
- Understanding of trauma-informed care and harm reduction practices, with the ability to apply these in a dynamic environment.

- Knowledge of overdose response, including naloxone administration.
- Experience working in shelters or similar community services is an asset.
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment
- Basic proficiency in computer skills; MS Office preferred
- Ability to work flexible hours, including weekends
- A valid Ontario Driver's License and have regular access to a reliable vehicle and provide proof of \$2,000,000 vehicle insurance. Incumbent may be required to transport clients.
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire
- French Language proficiency, written and verbal, an asset

*Please submit a resume and cover letter as one document only quoting **Competition Number 2026-044**
to: careers@amhs-kfla.ca*

AMHS-KFLA strives to be a diverse and inclusive workplace. We encourage applications from all candidates who would contribute to the diversity of our community and enhance our ability to provide quality services to our clients.

We are committed to accessible employment practices. If you require an accommodation to fully participate in the recruitment and selection process, please inform Human Resources to discuss your individual accessibility needs.

AI Disclosure: We do not use artificial intelligence to screen, assess, or select applicants for this position