



Coordinator, Linkage to Care and Community Support

About PASAN

PASAN is a community-based Harm Reduction/HIV/HCV organization that provides support, education, and advocacy to, for, and with individuals who are incarcerated or formerly incarcerated.

Our Mission: PASAN is a place where prisoners matter.🗣️

Our Vision: We envision an end to prisons, health inequities, and the oppressions that drive criminalization, incarceration, HIV and hepatitis C.

To learn more about us: <https://pasan.org/>

About the Linkage to Care and Community Support role

This role is a great opportunity for an effective communicator, collaborative, problem-solving, and well-organized individual who is passionate about providing outstanding care and community support services to individuals who were formerly incarcerated, and who are living with HIV

In this role, you will assess and determine client care needs and eligibility, provide access and referrals to community services, engage and build relationships with other health care practitioners and community support organizations, and deliver community-based programming to clients, and their caregivers.

This position reports to the Manager, Community Based Programs and Linkage to Care.

Responsibilities (include, but are not limited to):

Client care

- Provide individual advocacy, and case management support on the phone and in person to formerly incarcerated clients living with HIV
- Collaborate with linkage to care team, health and community partners to enhance post-release and re-integration linkage to care. This includes counselling, advocacy, and referrals, ensuring clients receive comprehensive care tailored to their unique needs

- Foster and maintain a diverse range of local health and social services to formalize the referral process and increase awareness of our services.
- Support client to navigate health and social service systems

Program Delivery & Community Engagement

- Develop and maintain strong linkages to care to strengthen referral pathways, while addressing stigma, oppression and racial discrimination in the community
- Build and maintain partnership with healthcare providers and other community support organizations (housing, food access, income support, etc.) both institutionally and in the community to facilitate clients' access to relevant services that address the social determinants of health
- Reach out to Black and Indigenous health and social services to increase client connection to community led services.
- Participate in community development and local networks to identify and share information, and coordinate services to strengthen referral pathways
- Develop and deliver community-engaged programs for clients to reduce social isolation, increase health knowledge, and support self-advocacy skills development
- Develop and deliver capacity building training for service providers as required
- Implement relevant evaluation tools to measure the impact of the program
- Support PASAN advocacy efforts related to treatment access and health

Job Requirements:

- Demonstrated knowledge of the structural, economic, social, and political contexts that affect both incarcerated people and those who were previously incarcerated in Ontario.
- Knowledge and application of cultural safety principles, trauma-informed approaches, and an ability and willingness to work closely with communities who are over-represented in the carceral system
- Demonstrated experience in community health, circle of care services, and/or case management (this can be through a combination of education and work experience)
- In-depth knowledge and experience working alongside equity-deserving communities and delivering low barriers services and programs
- Demonstrated ability to build and maintain reciprocal relationships with healthcare providers and/or community support organizations
- Demonstrated understanding of the structural, economic, social and political contexts that impact individuals who were previously incarcerated in Ontario
- A strong commitment to advancing justice, equity, accessibility and inclusion both internally and in the way programs and services are delivered
- Excellent interpersonal, verbal, and written communication skills
- Effective time management, prioritization and organizational skills, with the ability to work independently and collaboratively with other Coordinators on the team
- Proficiency in using basic computer applications (Microsoft Office and emails)

Assets:

- Prior experience working with formerly incarcerated individuals and their family, including women and gender diverse folks, Black and Indigenous community members, folks affected by HIV or HCV, and/or houseless community members
- Lived/living experience and/or extensive knowledge of incarceration, HIV/HCV
- Experience in program monitoring, and evaluation
- An ability to communicate in languages other than English

Bargaining Unit CUPE Local 7797

Salary range: \$58,111 based on a 5 day work week (35 hours per week)

Benefits: Extended health benefits (at 12 weeks based on insurance provider requirements)

Location: Physical office located at 526 Richmond St. East in Toronto. The successful candidate is expected to work primarily in the office in Toronto.

Vacation: 4 weeks

Additional Paid Leave: 22 days of sick leave, 5 days of compassionate and bereavement leave, 5 days for professional development and 6 float days per calendar year

Term: Full-time Indefinite

Posting Details

The posting closes on April 16, 2025

We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities, and others from equity-deserving communities. As part of this invitation, we recognize that there remains work for our entire sector to do as to commit to fostering the conditions for folks from equity-deserving communities to feel supported and valued in our work together. This is work that we feel must continue to be prioritized, both by PASAN and the sector at large.

Don't be too concerned if you don't tick all of the boxes when it comes to the requirements that we've outlined - especially if this role really excites and interests you. We would still love to hear from you.

If you require accommodation for the job application process, do not hesitate to contact Jennifer Porter at jennifer@pasan.org

The Selection & Interview Process

Please email your application to jennifer@pasan.org Your application should include the following:

- o Your Resume
- o A letter of interest, which should include:
 - What connects you and motivates you to join the organization
 - The relevant experience and/or skills that you feel you can contribute to PASAN
 - Your understanding and commitment to advocating for health & justice issues for and with individuals who are incarcerated or were formerly incarcerated
- Candidates will be pre-screened by the hiring committee using an evaluation matrix based on the job requirements listed in the job posting.
- Each selected candidate will be invited to join one virtual interviews and possible one in person interview with the hiring committee in
- The successful candidate will be asked to provide at least two work related references.