

**External Posting****Organization:** AIDS Committee of Ottawa**Position Title:** Women's Community Developer**Position Type:** Permanent -Full time (35 hours a week)**Job Region:** Ottawa**Application Deadline:** 5:00 p.m., Thursday, July 31, 2014

Since 1985, the AIDS Committee of Ottawa (ACO) has worked to empower people living with HIV/AIDS and the PHA (persons with HIV/AIDS) community in Ottawa by promoting the well-being and quality of life of those living with or closely affected by HIV/AIDS.

The successful candidate will bring to the job: a sex positive approach to HIV prevention; experience in social justice issues including PHA advocacy; an understanding and a respect for the diversity of women's lives; knowledge of the determinants of health and how they relate to PHA's and people at risk; and a sound knowledge of the principles of community development, harm reduction and positive prevention.

**Responsibilities:**

- Reports directly to the Manager of Education and Prevention and to the provincial Women HIV/AIDS Initiative (WHAI strategy). Works in collaboration with the Women's Outreach Coordinator and the Education and Prevention team.
- Identify local communities, community organizations, grassroots groups and service providers that serve women (trans and cis) in Ottawa and help build their capacity in responding to women's HIV prevention and support.
- Develop and implement resources (pamphlets, reports, trainings, forums, etc.) aimed at service providers and other stakeholders with the aim of raising awareness of structural barriers to women's health and building their capacities to respond to the HIV prevention and support needs of women from different communities, including HIV positive women.
- Collaborate on policy development in various settings.
- Support the organizing of diverse communities as well as the creation of collaborative problem-solving or advocacy strategies to shared problems and issues.
- Provide trainings and resources that strengthen the ability of community organizations and groups to build structures, systems and skills that enable them to participate and take action in or on behalf of their community.
- Collaborator to the organization of Voices for Women's Health- ACO's annual Women's Health Forum.
- Participate in relevant community meetings and community events.
- Examine relevant research and EPI data to inform program development that reduces isolation and supports the health, safety, social needs, self-determination and human rights of women.
- Participate in various coalitions in Ottawa to build partnerships that support the expansion and creation of relevant programs and services; reducing barriers to service provisions for women.
- Implement appropriate evaluation tools to ensure services are relevant and effectively address the needs of women in Ottawa.
- Participate in community-based research.
- Commit to ongoing skills development relevant to this position.
- Other duties as required.

**Qualifications:**

- Work experience: minimum two years working in the field of HIV prevention, health promotion, criminology or women's studies.
- Education: Diploma or undergraduate degree, or equivalent related experience in social and/or health services. Lived experience is considered an asset.
- Language: Fluency in English; fluency in French and/or other languages is a strong asset.

**Knowledge of:**

- Principles of harm reduction and positive prevention.
- Issues specific to priority populations such as migrant and refugee health. Knowledge of the settlement sector and faith based communities considered an asset.
- Current substantive equality and social justice issues faced by priority populations.
- Substance use, including why/how people use, drug culture in Ottawa and how using relates to HIV.
- Health promotion and HIV prevention strategies and interventions for women.
- Social determinants of health and the impact on women's lives.
- The impact that criminalization has on women's lives.
- Anti-oppression and anti-racism; the impact of structural and social oppression on access to services and personal and community health.
- The complexities of sexual, cultural, religious, gender, and language identities; understanding of unique considerations when working with diverse women's communities.
- Social and structural factors that impact health outcomes for women.

**Skills:**

- Self-motivated; able to set priorities and manage time effectively.
- Ability to work independently and in a team environment.
- Effective written and oral communication skills.
- Facilitation with diverse audiences.
- Program management and project evaluation.
- Experience working with volunteers.

**Personal Suitability:**

- Sex-positive and drug-positive attitude.
- Anti-oppressive and anti-racist perspectives and understanding.
- Comfortable discussing all sexual topics and practices.
- Willing to be flexible in working schedule, including some evenings and weekends.

**In your cover letter please discuss please the challenges and opportunities that are relevant when working within an anti-racism anti oppressive framework.**

**We strongly encourage HIV positive individuals and/or people who identify with the target populations to apply.**

We thank all who apply, however, only candidates who are short listed will be contacted for an interview. Those short listed will be contacted in August.

**Compensation:** \$37,859 salary per annum, plus a comprehensive benefits plan.

Please submit your cover letter and CV, preferably in electronic (MS Word or PDF) format. **The deadline to apply for this position is Thursday, July 31<sup>st</sup>, 2014.**

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