

JOB POSTINGS – CURRENT VACANCIES

Date Posted: July 24, 2026

Deadline for submission: August 2, 2026, or externally until filled

Open to: Internal & External Applicants

POSITION:	Harm Reduction Services Team Lead
DEPARTMENT:	Women & Children's Services – Powell Place
AFFILIATION:	HEU
POSTING NUMBER:	26-25
SALARY:	\$35.76-37.75
GRID LEVEL:	36
DURATION:	Until Return of Absent Incumbent
STATUS:	Temporary Full-Time, Sunday to Thursday, 8:00am – 4:00pm
START:	September 13, 2026

JOB SUMMARY:

The Harm Reduction Services Team lead provides engagement and support services, particularly to residents around substance use, sexual health, and self-harm, using a harm reduction model. The emphasis is on meeting the resident “where she is at” and providing non-judgmental, non-coercive services and resources to residents. In addition, the Harm Reduction Services Team Lead provides consultation, training, and support to program staff in their work with residents engaging in behaviours perceived to be risky. The intention is that the Harm Reduction Services Team Lead will be the leader in forwarding our program commitment to providing services using a harm reduction model.

EDUCATION/PREVIOUS WORK EXPERIENCE:

- Diploma in Community Social Services, Social Service Work or other relevant human services field is required, an equivalent combination of education, training and experience may be considered
- Three years recent related work experience providing support to women and/or children in crisis within a residential setting is required; one year recent experience in a supervisory capacity, or one year recent experience in a position demonstrating increased responsibility is required
- Level 1 Occupational First Aid Certificate is required
- Non-Violent Crisis Intervention training is required

REQUIREMENTS:

- Gender is a bona fide occupational requirement: **self-identifying women only** applicants please.

Applications: Please apply online via The Bloom Group website at www.thebloomgroup.org/careers



- We are particularly interested in receiving applications from women who reflect the diversity of the women who access our services: Indigenous and Racialized Women strongly encouraged to apply.

KNOWLEDGE/SKILLS/ABILITIES:

- Ability to communicate effectively in English, both written and verbally
- Strong working knowledge of the Microsoft Office Suite and ability to present documents in an appropriate business format
- Demonstrated supervisory ability and leadership skills
- Demonstration of advanced interpersonal skills specific to the role including de-briefing, active listening, conflict resolution, group facilitation, one to one direct support and problem solving
- Demonstrated ability to participate and contribute in a strong team environment with an inclusive and collaborative approach
- Proven commitment to and understanding of the harm reduction, low barrier, strength based, empowerment, trauma informed and client centred approaches to working with women and children
- Demonstrated commitment to continual learning and improvement through the incorporation of reflective work-based learning approaches
- Strong ability to work under minimal supervision and act with a high degree of independent judgement, taking action on a variety of matters as required
- Strong working knowledge of child welfare and protection issues, including relevant legislation and reporting requirements
- Demonstrated knowledge and experience providing parenting support, incorporating a women centered, culturally sensitive, strength based approach
- Proven ability to work with a high degree of compassion, understanding and sensitivity
- Demonstrated ability to provide non-judgmental, client-centered, non-therapeutic emotional and practical support to women and children in crisis
- Ability to provide and receive constructive feedback
- Knowledge and understanding of the complex issues which affect women and children in poverty, with a demonstrated awareness of specific issues facing aboriginal women, women of colour, ageing women and women with disabilities
- Proven ability to work in a stressful and changing work environment
- Demonstrated experience or training in conflict resolution, de-escalation and risk assessment
- Demonstrated ability to support individuals with mental health and substance use issues, utilising a harm reduction approach and working within a trauma informed care model
- Ability to work and empathize with people who may have experienced abuse, poverty, grief and loss, oppression, violence, mental health challenges, addictions issues or may be living with HIV/AIDS and other life-limiting or life-threatening conditions

#301-128 W Pender St, Vancouver, BC V6B 1R8

Main: 604-606-0300



THE BLOOM GROUP

Community. Services. Together.

- Physical ability to carry out the duties of the position, including experience operating related equipment

Please submit your application via email to careers@thebloomgroup.org with the job posting number in the subject line. Include your full name, contact number and email, cover letter and resume in your application.

Date Posted: July 26, 2026

Deadline for submission: August 2, 2026, or externally until filled

Open to: Internal & External Applicants

Thank you for your interest in a career with The Bloom Group.

Should your application be selected for further consideration we will be in contact with you shortly.