



Position Title: Post Overdose Harm Reductionist

Statement of Duties

Duffy Health Center is a patient-centered medical home, and every role requires functioning effectively using a team-based approach. The Post Overdose Harm Reductionist will provide support services to patients with substance use disorder (SUD) who have experience an unintentional overdose. This position will facilitate patient access to recovery-oriented substance use disorder treatment, resources, harm reduction resources, as well as continued community based follow-up for at-risk patients and community members. This position is deemed non-essential* in the DHC Emergency Operations Plan.

The Post Overdose Harm Reductionist will work on a team to identify, outreach and engage patients who have experienced a non-fatal overdose. This position will maintain ongoing patient support regardless of return to use and will serve as a motivator, ally, role model, sounding board, and advocate for patients with substance use disorders.

The Post Overdose Harm Reductionist should possess thorough understanding of community culture to address the barriers to accessing harm reduction resources as well as treatment, use human experience language in place of clinical jargon, and provide links to community resources and treatment options. The responsibilities included in this position are the following:

Position Functions

The essential functions or duties listed below are intended only as illustration of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if work is similar, related, or a logical assignment to the position.

1. Provide post-overdose outreach and follow-up accompanied by Duffy Health Center staff, or someone from the police or fire department to visit overdose survivors and their family in the days or weeks following the overdose event.
2. Support survivors and their families by providing information on insurance options, and/or treatment facilities, referrals, counseling services, harm reduction services, and develop an overdose response plan, and or explore strategies for reducing the risk of another overdose.
3. Provide supported short-term health navigation to address substance use disorders in collaboration with Duffy Health Center Recovery Support Navigators.
4. Provide education on naloxone administration to both at-risk patients, their support community, as well as community stakeholders.
5. Administer a brief assessment to determine a person's risk for future overdose and/or readiness for treatment or other needed services that are patient-centered.



6. Conduct street outreach activities with the substance use disorder team for people who use drugs in the Barnstable County area and settings where people who use drugs congregate.
7. Provide education and drug user health information utilizing harm reduction and stages of change interventions by distributing safer sex, naloxone, and access to community based syringe services.
8. Develop linkages to resources that address specialized needs, such as agencies providing services related to HIV/AIDS, mental health disorders, chronic and acute health problems, pregnant and parenting women, veterans and problems stemming from involvement with the criminal justice system.
9. Attend regularly scheduled meetings and trainings that support the mission and objectives of our agency and/or that are mandated by the funding requirements.
10. Comply with departmental, regulatory and contract requirements for documentation recording, and data collection. Review all documentation for patient encounters, ensuring resource efforts, interventions and notes are included and filed appropriately in the EMR.
11. Assure all client records are kept in compliance with Duffy Health Center policies.
12. Other Duties as Assigned

Recommended Minimum Qualifications

Physical and Mental Requirements

Minimum 2 years in sustained recovery at the time of application. Employee works in a healthcare office and out in the field while assisting clients. Employee is required to walk, sit, talk/listen and use hands more than 2/3rd of the time; and stand and reach up to 1/3rd of the time. Employee occasionally lifts up to 10 lbs, and may have occasion to up to 30lbs. Normal vision is required for the position. Equipment operated includes office machines, automobile, and computers. Employee may be exposed to hostile individuals and/or situations.

Education and Experience

- Bachelor's degree in a related field preferred. A candidate for this position requires a minimum of a High School Diploma or educational equivalent.
- Minimum 2 years experience with or knowledge of the populations served who are disproportionately impacted by substance use disorders required. Lived experienced with substance use preferred. They must have maintained 2 years of sustained and uninterrupted recovery at time of hire; 3-5 years of sustained and uninterrupted recovery preferred.



Requirements under the DHC Emergency Operations Plan

During a declared Emergency, staff deemed as Essential Personnel are expected to work onsite at Duffy Health Center and Non-Essential Personnel are expected to work remotely. This position is Non-Essential and therefore this position may be expected to work remotely' during a declared emergency.

Licenses and Certifications Required

A candidate for this position must have a valid driver's license and own transportation.

Knowledge, Skills and Abilities

A candidate for this position should have:

- Understanding of harm reduction strategies as well as access to harm reduction services.
- Strong advocacy skills along with knowledge of community-based services, resources, and local recovery community
- Demonstrated understanding of the multiple pathways approach to recovery from SUD and willingness to embrace a patient-centered, patient-driven approach that recognizes an individual's preferences and autonomy. Recovery by any means possible.
- Demonstrated understanding of the efficacy of Medication for Addiction Treatment (MAT) as one of the multiple pathways to recovery
- Excels at problem-solving, time management with the ability to multi-task; organized, efficient and process directed
- Ability to maintain effective working relationships to include effective boundaries with patients/families and staff
- Duffy Health Center's protocols for handling crisis situations
- HIPAA regulations
- Trauma informed care
- Motivational interviewing
- Strong advocacy skills along with knowledge of community-based services, resources, and local recovery community
- Excellent interpersonal, written and verbal communication skills
- Effective use of the Internet and Microsoft Office programs such as Word and Outlook
- Bilingual candidates encouraged to apply

Essential*

*Employees designated as "essential," a standard Incident Command term used in Emergency Management, typically work on-site to provide direct clinical care or management of such.

Non-essential*

*Employees designated as "non-essential," a standard Incident Command term used in Emergency Management, typically work off-site remotely to provide either clinical or administrative support to clinical operations.