



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 experienced an unintentional overdose. This position will facilitate patient access to recovery-oriented substance use disorder treatment, community resources, harm reduction resources, and provide 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 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, treatment facilities, referrals, counseling services, harm reduction services; developing an overdose response plan and/or exploring strategies for reducing the risk of another overdose.
3. Provide 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 at-risk patients, their support community, and community stakeholders.
5. Assess 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 DHC 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. Assure all client records are kept in compliance with Duffy Health Center policies.
11. Other Duties as Assigned

Accountability

The nature of work means that errors can be easily detected, usually by the employee. Consequences of errors, missed deadlines or poor judgment may result in minor confusion, involving minimal time and expense for correction, such as bookkeeping, taking blood pressure, data entry or failure to follow established procedures.

Judgment

Well defined or detailed rules, instructions and procedures cover all aspects of work. Judgment involves choosing the appropriate practices, procedures, regulations, or guidelines to apply in each case.

Complexity

The work consists of a variety of duties which generally follow standardized practices, procedures, regulations, or guidelines. The sequence of work and/or the procedures followed vary according to the nature of the transaction and/or the information involved, or sought, in a particular situation.

Supervision

Work is performed under general supervision by the Coordinator of Spiritual and Trauma-Informed Care. The employee is familiar with the work routine and uses initiative in carrying out recurring assignments independently with specific instruction. The supervisor provides additional, specific instruction for new, difficult, or unusual assignments, including suggested work methods. The employee is expected to recognize instances which are out of the ordinary and which do not fall within existing instructions; the employee is



then expected to seek advice and further instructions. Reviews and checks of the employee's work are applied to an extent sufficient to keep the supervisor aware of progress, and to insure that completed work and methods used are technically accurate and that instructions are being followed. In many cases, the work is self-checking, for example, requiring accounts to balance before proceeding.

The employee may be aware of confidential client information.

Nature and Purpose of Personal Contacts

Relationships with co-workers and the general patient population involving frequent explanation, discussion or interpretation of practices, procedures, regulations, or guidelines in order to render service, plan, or coordinate work efforts, or resolve operating problems. Other regular contacts are with patient/service recipients and employees of outside organizations such as vendors, banks and/or developers/contractors. More than ordinary courtesy, tact and diplomacy may be required to resolve complaints or deal with hostile, uncooperative, or uninformed persons. Employee may furnish news media with routine information such as meeting agendas or departmental procedures.

Physical Demands

Work requires some agility and physical strength, such as moving in or about construction sites or over rough terrain, standing or walking most of the work period, or helping clients or patients move. Occasionally, work may require lifting heavy objects and carrying them (up to 60 lbs.). There may be needed to stretch and reach to retrieve materials. Usually, the work will require extended physical effort over a significant portion of the workday.

Employee is required to walk up and down stairs and have the ability to be outside the facility for short periods of time in a variety of weather conditions.

Motor Skills

Duties are largely mental rather than physical, but the job may occasionally require minimal motor skills for activities such as moving objects, computer and/or most other office equipment, typing, filing, sorting, working with hand tools such as a hammer, screwdriver or shovel, operating basic medical equipment, or operating a motor vehicle.

Occupational Risks

Duties generally do not present occupational risk with only occasional exposure to risk or stress. Minor injury could occur, however, through encounters with combative patients or employee failure to properly follow safety precautions or procedures.

Confidentiality

Has access to some confidential information obtained during performance of regular position responsibilities, where the effect of any disclosure would probably be negligible or where the full significance of the overall confidential matter would not be apparent in the work performed.

Supervisory Responsibility

Employee has no supervisory responsibility.



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. 2 years of sustained and uninterrupted recovery at time of hire; 3-5 years of sustained and uninterrupted recovery preferred.
- Bi-lingual candidates encouraged to apply.

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:

Knowledge of

- Harm reduction strategies as well as access to harm reduction services.
- Community-based services, resources and local recovery community
- Multiple pathways approach to recovery from SUD
- Efficacy of Medication for Addiction Treatment (MAT) as one of the multiple pathways to recovery
- Duffy Health Center's protocols for handling crisis situations
- HIPAA regulations
- Trauma informed care
- Motivational interviewing
- Barriers to accessing harm reduction approaches



Skills

- Advocacy on behalf of clients as they access resources
- Excellent interpersonal, written and verbal communication skills
- Effective use of the Internet and Microsoft Office programs such as Word and Outlook
- Use of human experience language in place of clinical jargon and provide links to community resources and treatment options.

Abilities

- Willingness to embrace a patient-centered, patient-driven approach that recognizes an individual's preferences and autonomy. Recovery by any means possible.
- Problem-solving
- Time management with the ability to multi-task; organized, efficient and process directed
- Maintain effective working relationships to include effective boundaries with patients/families and staff
- 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.