

Employment Opportunity

Job Title: Addictions Support Worker Job Posting # ADD-SW-039/2025-26	Date Re-Posted: November 26, 2025	Position Type: Full Time (2 positions) Reports to: Supervisor, Addictions Programs
	Date Closed: Open till filled	

About Organization:

Punjabi Community Health Services (PCHS) is a pioneer, community-based, not-for-profit charitable organization that has been serving diverse populations for over 35 years. PCHS provides a wide range of culturally responsive services in the areas of addictions, mental health, geriatric care, health promotion, domestic violence, parenting, settlement, and support for women, children, and youth. PCHS is widely recognized for its innovative Integrated Holistic Service Delivery Model and has contributed to several community-based research studies. The organization is fully accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) International and Imagine Canada, reflecting its commitment to quality and accountability. PCHS is also a 2SLGBTQ-sensitive organization, committed to equity, inclusion, and culturally appropriate care.

Why Work at PCHS:

- 3 weeks' paid Vacation to start; 4 and 5 weeks after 3 and 4 years of continuous service
- 7 days' paid Personal Days
- Comprehensive Benefits package (including coverage towards fitness memberships and winter tires)
- Employee Assistance and Family Assistance Plan
- Various employer-paid training programs and professional development opportunities
- Develop and network through robust community and partner events
- Mileage reimbursement as applicable
- Free on-site parking

About Program:

Punjabi Community Health Services is pleased to partner with Canadian Mental Health Association Peel Dufferin (CMHA Peel Dufferin) and various agencies in the Peel Region, to offer services to the local community at the *new* Brampton based Homelessness and Recovery Treatment (HART) Hub.

HART Hubs are community-based care hubs designed to address mental health, addiction and housing needs for people experiencing homelessness. They provide integrated care, offering a wide range of services such as primary care, mental health services, addiction care and employment supports. With targeted community outreach and rapid referral pathways, HART Hubs aim to support individuals with complex needs, helping them recover, achieve housing stability, and inclusion.

Achieving our vision means we're recruiting people who are passionate about driving change and delivering evidence-based, responsive and affirming care that meet people where they are. Are you ready to join us?

About Position:

As part of a multi-disciplinary team, the Addictions Support Worker will provide clients with a comprehensive care plan supporting both addiction and mental health needs using a stepped care approach. The Addictions Support Worker will conduct comprehensive assessments, provide clinical treatment planning, client-centered brief interventions and case management supports, and facilitate groups as required. This position will work closely with other professionals through the provision of addictions expertise and linkages between mental health, primary health care, housing, and social services.

Qualification, Experience and Skills:

- A university degree or college diploma in social work or a related field, or an equivalent combination of education and relevant experience.
- Minimum 2 years experience in the mental health and addictions sectors, with a focus on substance use, addiction, or concurrent disorders, providing brief interventions and short term supports
- Registration with a regulatory college considered an asset
- Knowledge of assessment tools such as OCAN, GAIN SS, Columbia SSR, LOCUS, or similar is considered an asset.
- Strong understanding of local mental health and addiction services
- Excellent verbal and written communication skills, with the ability to multitask effectively (e.g., conducting phone intakes, note-taking, and scheduling virtual/in-person sessions).
- Demonstrated experience working within a multidisciplinary team and evidence of an ability to collaborate and partner.
- Demonstrated cultural competence, ability to work and apply practical understanding of different elements of diversity, equity, inclusion and belonging as well as an understanding of social determinants of health and impact on vulnerable communities.
- Working knowledge and/or an understanding of various disciplines; including but not exclusive of mental health, substance use, harm reduction, newcomer challenges and barriers faced by those in marginalized populations.
- Knowledge of a variety of evidence-informed treatment modalities including motivational interviewing and trauma informed practices.
- Experienced at engaging in matters that require sensitivity and empathy across a diverse community, excellent judgement, and discretion; ability to operate with various frameworks including culturally sensitive, anti-racist, anti-oppressive, 2SLGBTQ+ affirming and intersectional.
- Ability to foster a sense of hope and resilience in individuals and families experiencing mental health challenges and/or concurrent disorders.
- Proven ability to assess client needs and determine the suitability of programs and services.
- Proficiency in Microsoft Word, Excel, PowerPoint, web browsing, and email communication.
- Familiarity with cloud-based technologies, CRMS, and SharePoint is an asset.
- Strong time management skills, with the ability to prioritize tasks and manage competing demands with minimal supervision.

Requirements:

- A satisfactory Vulnerable Sector Screening (Criminal Record Check) is mandatory.
- A valid driver's license and access to a reliable vehicle with current insurance coverage.
- Current certification in CPR and First Aid- Level C with AED.
- Proof of vaccination (including COVID-19 and others) is encouraged.

Duties and Responsibilities:

- Assessments: Conduct comprehensive standardized addiction assessments, including conducting risk and psychosocial assessments
- Supports: Provide individual, short-term counselling and case management supports to help support a client's achievement of their recovery goals.
- Risk: Regularly assess for risk and respond with mitigation strategies, including crisis intervention and de-escalation supports and connecting to crisis services when appropriate.
- Referrals/Linkages: Refer and link clients to community resources and groups that support recovery goals, including treatment services as appropriate.
- Education: Provide education on substance use and wellness to clients and their families/other supports.
- Group Facilitation: Facilitate recovery and/or social-recreational groups as needed, including developing new group materials.
- Meetings: Actively participate in staff meetings, team huddles, supervisions, case conferences, trainings, and events as required.
- Documentation: Update all appropriate documentation within 24 hours of client contact
- Committees: Participate in internal or external committees, including communities of practice, as requested by the HART Hub Program Manager or home organization
- Work effectively and collaboratively with program teams, internal and external to PCHS.
- Other related duties, as assigned.

Hours: Full Time, 12 hours rotational shifts
(Some evenings and weekends work required)

Hours for HART Hub: 9:00 am – 9:00 pm, Monday to Sunday (no bed services at this location)

Onsite Work: Roles will be on-site, or community based.

Position to commence: November 2025

Salary Range: \$65,000 to \$70,000 annual

Please submit your resume to the Hiring Committee at hr@pchs4u.com

Employment Opportunity

Please add Job Posting # ADD-SPL-039/2025-26 to the email subject line and cover letter.

PCHS offer an attractive and rewarding work environment. We appreciate the interest of all applicants, but only those under consideration will be contacted for an interview.

PCHS is committed to diversity in its workplaces and welcomes applications from all visible minority groups, women, Aboriginal persons, LGBTQ, persons with disabilities among other self-identified diverse groups. We also provide accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources at hr@pchs4u.com