



Comprehensive Harm Reduction Outreach Worker

The Comprehensive Harm Reduction Outreach Worker (CHROW) will report directly to the Comprehensive Harm Reduction Coordinator. They, along with the other CHR Associates will assist program participants who need access to safer use supplies, safer sex supplies, wound care treatment, basic medical and primary care coordination assistance, and other needs that participants present with including housing, dental, ID and documents, benefits assistance, Intimate Partner Violence/Domestic Violence (IPV/DV) crisis coordination, etc. Day-to-day responsibilities will include direct community outreach, restocking and preparing supplies, and documenting participant interactions. This position will also have the capacity for STI, HIV, and Hepatitis C testing and counseling and must become certified in Rapid HIV Testing and Linkage to Care. At the program launch, there will be two fixed sites and three remote/mobile locations.

Nationz expects individuals to commit to our mission and values. The candidate must be able to work in a team environment with staff, volunteers, and collaborative partners from other Community-Based Organizations (CBOs), as well as work independently. Some evening and weekend work is required. A successful candidate must possess skills that support and enable sound decision-making, strong personal and professional boundaries, good judgment, and discretion.

- Knowledge of harm reduction principles and substance use issues, either through lived experience or past work experience, preferred.
- Comfortable working without judgment with persons who actively use drugs and understand how drugs and drug policy have affected the community.
- Communication skills to facilitate a dialog between the CHR program and its participants.
- Be willing to obtain Rapid HIV Testing and Linkage to Care certification, if not already certified
- Be willing to receive training to become trauma-informed and interact with a diverse team.
- Be willing to receive training to dispense and train others on how to use naloxone.
- Understands social justice and can serve participants regardless of race, national origin, sex, gender, sexual orientation, gender identity/expression, age, religion, or disability.
- Knowledge of local community resources and their relationships with marginalized communities.
- Should have the ability to navigate services in different community settings including direct street outreach.
- Other duties as assigned.

Minimum Qualifications

- Must have a valid Virginia driver's license
- High School Diploma or equivalent
- Experience working in a customer-focused position
- Knowledge of HIPAA and ability to implement privacy and confidentiality practices
- Proven customer service and interpersonal skills

- Time management and organizational skills
- Ability to demonstrate superior teamwork behaviors
- Ability to work independently
- Proficient in MS Office and Windows
- Sensitive to confidential health information, substance use, sex work, and HIV-related issues
- Great communication skills, oral and written
- Cultural humility when working with a diverse population

Preferred Qualifications

- Bachelor's or associate's degree preferred
- Knowledge of and experience working with a harm reduction program
- Knowledge of and experience with HIV prevention and care

Additional Information

Working conditions for this position are varied including interior and exterior environments. The position requires moderate physical activity with exposure to hazards or physical risks which require following basic safety precautions to keep you and your teammates safe. Job includes shifting from lifting, sitting, and standing, among other things. Additionally, there will be extensive use of desktop and/or laptop computers. The job requires traveling minimally to attend meetings and programs.

This is a restricted position and depends on project need, funding availability, and performance. This is an exempt salaried position for purposes of overtime.

The salary for this position is \$37,440 per year.

To Apply

Please submit your cover letter, resume, and salary requirements to careers@nationzfoundationrva.org. All applications must be submitted by January 11, 2026.

No phone calls. Failure to follow instructions when applying may result in your application being disqualified.

For more information about Nationz Foundation, Inc., please see <http://www.nationzfoundationrva.org>

Nationz Foundation, Inc. is fundamentally committed to the diversity of our faculty and staff. We believe diversity is excellence expressing itself through every person's perspective and lived experience. We are equal opportunity and affirmative action employers. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.

