

CITY of GLOUCESTER
POSITION DESCRIPTION

JOB TITLE: Community “Navigator”

JOB CLASSIFICATION: Community Engagement Specialist

DEPARTMENT: Gloucester Police Department

UNION AFFILIATION: **PAY CLASS/GRADE:**

FSLA STATUS:

Summary Statement of Duties:

The goal of the Community Navigators Program is to provide and secure relationship-based linkages to a continuum of care for individuals with a substance use disorder and to guide individuals to other services and resources as needed. They will support an individual’s ability to become agents of change for themselves and others. A Community Health Navigator performs work similar to that of a health worker as defined by the American Public Health Association; a person who:

Is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community that will be served.

Serves as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

Builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.

The Navigator will develop a robust community outreach and engagement plan that involves a wide range of diverse Gloucester communities, including affected communities (those with higher levels of police calls), broader Gloucester communities, and key community stakeholders.

Supervision Received: Lieutenant – Community Impact Division

Supervision Exercised: None

Hours per week: 40 **Work Schedule:** TBD

On-Call: Yes

ESSENTIAL JOB FUNCTIONS and DUTIES:

The Community Navigator will work closely with Gloucester Police Chief and members of Community Impact Division to establish community engagement opportunities wherever appropriate and feasible.

Key aspects of the efforts include:

- Provide active drug users with an environment where trusting relationships can be established and maintained in an effort to navigate to treatment at a time when they are ready.
- Enlisting family members and other members of the target participant's support networks to be part of the treatment solution as well as to receive support and guidance in navigating treatment options.
- Directing engaged individuals to appropriate support services and resources (i.e. mental health, housing, welfare, job training, GED, ESL, etc.)
- Engage participants in trauma informed strategies.
- Engaging target participants in recovery support.
- Implement harm reduction strategies for active users.
- Coordinate post-overdose engagement strategies.
- Refer engaged individuals to treatment as needed with continued follow-up to ensure individuals are continuing with treatment.
- Reduce or eliminate barriers to services by providing or coordinating engaged individual's transportation and emotional support.
- Establish working relationships with institutions and organizations where target populations are being served.
- Enter suspected opioid overdose information into an established region database.
- Provides reports regarding individual engaged and outcomes as required by the Chief of Police, Mayor, Gloucester Health Department or grant funding source.
- Serving as the Coordinator for the High-Risk Task Force aimed at engaging community partners to assign services for acutely high-risk individuals and families.

OTHER DUTIES & RESPONSIBILITIES:

The Navigator, shall be assigned for day-to-day operations purposes to the Gloucester Police Department. The Gloucester Police Department shall determine the day-to-day duties of the Navigator. The Gloucester Police Department shall provide the Navigator with all necessary administrative support, for the effective accomplishment of the Navigators' day-to-day duties and responsibilities. Notwithstanding the above, the Navigators and the Gloucester Police Department shall work to ensure that the work of the Navigators is fully integrated with, and

done in collaboration with, any ongoing substance abuse prevention work performed by the City of Gloucester and agents thereof. This includes, but is not limited to, ensuring that the Navigator attends important substance abuse prevention meetings, High Risk TF, HUB, Essex County Harm Reduction Initiative, Post-Overdose Home Visit program, Essex County D.A. Diversion program. The Navigator shall work in close collaboration with the Gloucester Health Department.

The Navigators shall work full time on this City of Gloucester initiative and not be working in any other municipality unless authorized by the Chief of Police.

QUALIFICATIONS: (Education, Experience, Skills, Knowledge & Abilities)

Have five to ten (5-10) years of demonstrated recovery. A bachelors or associates degree is preferred although candidates with five (5) years relevant experience should be considered. Knowledge of the Gloucester Community and a previous engagement with active using and recovery communities, as well as treatment providers and other health and human services is desired. It is preferred that the Navigator has proficiency (verbal and reading) in either Spanish, Portuguese and/or Italian.

Navigators should have experience working with individuals and families with addictions and in recovery, as well as experience developing and maintaining relationships with service providers. Navigators should also have knowledge of related fields of substance use disorders, overdose prevention, and community mobilization around drug-related harm, including HIV Hepatitis C and a demonstrated commitment to working with individuals in recovery from substance use disorders, and those at risk of an opiate overdose.

Navigators should be motivated, service-oriented individuals with the ability to work independently and collaboratively as needed, participate in community outreach events, participates in trainings related to program activities, perform other duties as assigned. Basic computer skills are desirable, must be able to maintain a good attendance record, may be required to take a physical exam to include drug testing.