



**JOB OFFER:**  
**Proximity intervention**  
**6 month contract, full time 35h/week**  
**Internal and external display**

**ASTT(e)Q** aims to promote the health and well-being of trans people through peer support and advocacy, education and outreach, and community empowerment and mobilization. We understand the health of trans people and our communities to be interrelated to economic and social inequalities, which have resulted in trans people experiencing disproportionate rates of poverty, un(der)employment, precarious housing, criminalization and violence. We believe in the right to self-determine our gender identity and gender expression free from coercion, violence and discrimination. We advocate for access to health care that will meet the many needs of our diverse communities, while working collectively to build supportive, healthy and resilient communities.

**Cactus Montreal** is a non-profit community organization that aims to reduce the transmission of HIV and other blood borne and sexually transmitted infections amongst people who use injection and inhalation drugs, sex workers, crossdressers and trans people.

ASTT(e)Q and Cactus are looking to employ a community support worker who will provide services to Montreal's transgender sex working communities. The position is a part of project Transport(e) which aims to improve the working conditions and the quality of life of trans sex workers in Montreal.

Under guidance and supervision of the coordination of ASTT(e)Q, the community support worker will be responsible for the following tasks:

- Harm reduction intervention related to the consumption of injection and inhalation drug use
- Harm reduction intervention related to sex work
- Harm reduction intervention related to sexual health
- Advocate for the rights and safe working conditions of trans sex workers
- Co-animate a weekly discussion groups, community kitchens, and a drop ins and workshops
- Advocate for the rights of the individual and collective emancipation
- Facilitate workshops on trans realities in the community sector and health and social service sector
- Participate in daily tasks of the ASTT(e)Q project
- Participate in the clinical supervision meetings and team meetings
- Support ASTT(e)Q's coordination.

Requirements:

- Adhere to the values and philosophy of ASTT(e)Q and CACTUS
- Be at ease discussing the realities of sex work, sexual practices and drug consumption
- Have an understanding of the realities of trans sex workers in Montreal, including violence, interpersonal and systemic, immigration, the criminal justice system
- Volunteer experience or work experience in community groups
- Knowledge of the community organizations and institutions
- Skilled in outreach, evaluation of needs and decision-making
- Capacity to work as a group and individually

- Crisis management skills
- Conflict resolution skills
- Well-developed self-care skills and stress management skills
- Basic computer skills
- Bilingualism required (French and a second language)

Personal Qualities:

- Respectful and welcoming
- Open Minded
- Organized
- Good communication
- Flexible
- Empathetic
- Autonomous
- Solidarity
- A good sense of personal boundaries.

Work Conditions:

- Contact position: 6 months with possibility of renewal
- 35 hours/weeks with possibility of flexibility
- Salary set by a collective convention.
- Flexible schedule, days, evenings sometimes weekends
- Availability on Mondays is required, afternoon and evening
- Unionized position
- Access to collective health care benefits after 3 months
- Starting date: as soon as possible.

**ASTT(e)Q is a by and for project for trans and gender non-binary people, therefore we will give priority to trans, gender non-binary and racialized candidates.**

**Project Transport(e) is a by and for trans sex worker project therefore ASTT(e)Q will give priority to candidates who have experience with sex work. We also acknowledge that trans misogyny creates significant barriers for transfeminine people to access employment for this reason we will prioritize the hiring of transfeminine people.**

Send your resume and cover letter by **September 11<sup>th</sup> 2020- Midnight**,  
to the attention of Céline Joncas, Labour Relations  
CACTUS Montréal, 1300 rue Sanguinet, Montréal (Québec), H2X 3E7  
Courriel : [emplois@cactusmontreal.org](mailto:emplois@cactusmontreal.org)

Only applicants retained for an interview will be contacted.

Thank you for your interest in our project.