



HIV Education and Prevention Project of Alameda County (HEPPAC)

East Bay Drug Checking (EBDC) Program

Position Title:	Drug Checking Program Technician
Reports to	HEPPAC Drug Checking Manager
Supervises:	Drug Checking Volunteers
Classification:	EXEMPT/NON-EXEMPT
Remote Work:	0%
Hourly Rate	\$31.25

ORGANIZATIONAL SUMMARY

HIV Education and Prevention Project of Alameda County (HEPPAC) envisions a future where health justice is achieved for all people living with or at risk for HIV/ HCV and Overdose. Ultimately, we strive for a day when race is not a barrier to health and wellness, substance use is not stigmatized, HIV status does not determine quality of life, and HIV transmission is eliminated.

Our mission is to promote health, wellness, and social justice for communities most impacted by HIV through sexual health and substance use services, advocacy, and partnership.

Our values include an articulation of the below key topics, which are the foundation for its work and its employees: **Integrity, Accountability, Compassion, Courage, Willingness to learn & Teach and Diversity**. We need passionate agents of social change, vanguards of public health, and practitioners of racial justice to join our fight.

POSITION OVERVIEW:

HIV Education and Prevention Project of Alameda County (HEPPAC) Syringe Service Program (SSP) is an integrated service model providing: syringe access & disposal services, overdose prevention education, naloxone distribution, drug checking, health education, counseling, medical care, street outreach, linkage to care, and other community and health improvement-focused services. Drug checking

employs technology used to identify the chemicals present in a substance to analyze the contents of drugs originating in the unregulated drug supply, and is the newest addition to SSP suite of low-threshold services. SSP drug checking services are free, fast, and anonymous, and enable community members to understand the contents of their drugs and make the best-informed decisions they can around their drug use.

The East Bay Drug Checking Program Technician provides onsite drug checking services, communicates results, and provides relevant safer drug use and health education and referrals to other services to program participants as needed. The position works alongside other authorized SSPs: ***Punks With Lunch (PWL) and Berkeley NEED*** along with other partner agency staff and volunteers to ensure service safety, accessibility, and continuity in a variety of settings.

This position is an exciting opportunity for someone experienced in other realms of harm reduction work to gain experience in drug checking. While knowledge of chemical analysis and/or drug checking is a plus, it is not required. Candidates will be evaluated based on the breadth of their relevant lived and professional experiences. Education and training specific to drug checking will be provided.

ESSENTIAL DUTIES & RESPONSIBILITIES*: JOB DUTIES/RESPONSIBILITIES INCLUDE BUT NOT LIMITED TO*:

- Analyze drug samples utilizing FTIR spectroscopy and substance-specific immunoassay strips, communicate results of sample analysis to participants at point-of-care.
- Provide relevant information on safer drug use to program participants (e.g. substance-specific information on safer injection techniques, use of smoking equipment, assessing overdose risk, avoiding and responding to overdose, preventing transmission of bloodborne pathogens, etc.).
- Setup, calibration, breakdown of delicate lab instruments at drug checking sites, ensuring safe transport and storage of instruments while not in use.
- Timely and accurate data entry for every sample analyzed.
- Weighing and other preparation of samples for supplementary testing. Delivery or shipping of samples to forensic lab partners.
- Engage and discuss educational materials relevant to the position (e.g., academic literature, webinars, virtual trainings) for up to several hours per week.
- Assist with training of new staff as needed.
- Community-based outreach for drug checking service.
- Other duties as assigned.

ESSENTIAL QUALIFICATIONS:

- **Non-judgement:** Demonstrated ability to engage people around and discuss sensitive topics (e.g. drugs and drug use, sexual practices, physical and mental health, homelessness, domestic violence, etc.) in a non-judgmental and respectful manner when providing services to people who use drugs and other marginalized populations.
- **Client-centered Approach:** Commitment to respecting and supporting participants' bodily autonomy and expressed goals when providing services and referrals.
- **Privacy and Confidentiality:** Understanding of and strict adherence to confidentiality practices used in healthcare settings. Strong commitment to maintaining confidentiality with regards to identities of people who use the service.
- **Scientific Interpretation:** Ability to communicate complex physical science and health education concepts in an accessible and implementable manner for participants with a broad range of health literacies.
- **Organization:** Strong organizational skills and attention to detail.
- **Interpersonal Skills:** Ability to work alongside and communicate effectively with coworkers and clients with a range of different identities and experiences. Ability to approach communication challenges and interpersonal conflict in a respectful, nonviolent, solution-oriented manner.
- **Continued Education:** Ability and willingness to read, watch, or otherwise engage educational materials and training(s) for up to several hours a week.

EDUCATION & EXPERIENCE:

- Two years' experience working in a harm reduction or harm reduction-oriented healthcare or public health setting with people who use drugs, highly marginalized populations, and/or people experiencing homelessness required.
- Experience-based knowledge of drug use, issues affecting people who use drugs, and San Francisco's unregulated drug supply highly valued.
- Knowledge of local programs and services relevant to the needs of people who use drugs desired.
- Understanding of and experience using a Fourier Transform infrared spectrometer (FTIR) for chemical analysis, familiarity with the Bruker Alpha II FTIR and Opus software desired. Will provide required onsite training on equipment use.
- Computer proficiency in Microsoft Suite, Google Forms, Google Sheets, and other Google Suite applications desired.

- Valid CA driver's license desired.

AVAILABILITY REQUIREMENTS:

Eight hours per day, five days per week, within 8am-10pm, Monday-Saturday. Work hours and schedule may change from day-to-day and week-to-week. Currently services are offered only Monday-Friday, though this may change in the future.

All SSP Team Member schedules may include providing shift coverage for direct services and logistics/inventory activities to cover vacations, sick days, and special events. While we have scheduled hours and assigned tasks and roles in our department- sometimes duty calls when volunteer power is short, a co-worker calls in sick or is on vacation, a SAS staff member needs a hand with an aspect of their job, or a participant is in crisis. All department positions require staff to offer flexibility to meet the needs of the team and handle unexpected changes in their workday or workweek.

PHYSICAL REQUIREMENTS:

Ability to perform routine bending, stooping, twisting, and reaching. Ability to lift up to 50lbs. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

WORK ENVIRONMENTS:

This position is primarily located in the field and office locations will be primary 5323 Foothill Blvd, Oakland, CA, 94601. Job responsibilities require working outdoors during inclement weather. The position may have exposure to blood borne pathogens and other infectious agents.

EMPLOYEE BENEFITS:

HEPPAC is proud to offer a comprehensive benefits package for our full-time employees. These include:

Vacation + Leave

Accrued paid time off which covers both sick leave and vacation time in accordance with HEPPAC policies.

21 paid holidays per year.

Retirement

403(b) Plan – HEPPAC matches employee contributions (1 to 1) up to 3% of salary

Health Coverage

Flexible Spending Account to set aside employee pre-tax dollars for unreimbursed medical and dependent expenses.

Medical insurance - premium fully paid by HEPPAC for employee (Kaiser Permanente)

Vision insurance – premium fully paid by HEPPAC for employee (Kaiser Permanente)

Dental insurance – premiums fully by HEPPAC for the employee (Delta Dental)

Disability + Family Leave

Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA), Pregnancy Related Disability Leave (PDL), as applicable

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT:

HEPPAC is an Equal Opportunity employer. We actively seek applications from people living with HIV/AIDS, people with disabilities, women, LGBTQ individuals and people of color.