

LGBTQ Outreach and Engagement Specialist
40 Hours per week
Florence with work in four counties

Tapestry is committed to providing compassionate, community-based health care to some of the most vulnerable individuals in our region. We are passionate about providing non-judgmental sexual and reproductive health care, syringe access and disposal, overdose prevention and education, HIV/ AIDS prevention and care, and WIC family nutrition.

Primary Responsibilities:

Under the supervision of the Assistant Director of Clinical Services, the LGBTQ Outreach & Engagement Specialist creates implements and evaluates effective HIV/AIDS outreach programming to reach high-risk LGBTQ/MSM individuals and engage them in care in accordance with standards and policies established by Tapestry and our funders. The Specialist also provides direct services to participants, including STI and Hepatitis C screening, health navigation, risk reduction activities, community outreach, community level interventions and events targeting individuals living with or at high risk for HIV/AIDS.

Required Qualifications:

- Bachelor's degree or extensive equivalent work experience.
- At least two years' experience working with MSM and LGBTQ individuals in HIV related programming.
- Knowledge of priority populations at risk for HIV and STI transmission through high-risk sexual behaviors. Knowledge of HIV/AIDS and Harm Reduction principles and practices.
- Demonstrated experience and success in planning, implementing and evaluating community education and outreach programs.
- Experience planning and utilizing diverse outreach methods, including online outreach, to effectively reach high-risk MSM and LGBTQ populations.
- Excellent verbal and written communication and interpersonal skills.
- Strong computer and analytical skills; substantial experience in Windows computer applications.
- Ability to be creative and have a flexible schedule to adapt to the needs of the community, program and participants.
- Valid driver's license and successful completion of a motor vehicle record check. Access to reliable transportation and the ability to travel regularly.
- Able to work independently and as part of a team.
- Able to carry out typical administrative functions.
- Willingness to be trained in blood draws and provide HIV, HCV and STI testing and counseling.
- Supports the mission and goals of the agency.

Preferred Qualifications:

- Experience with street outreach and community engagement.

- Experience with PrEP and other effective HIV prevention strategies.
- Bi-lingual Spanish/English desired.
- Demonstrated experience in collaboration with and engagement of persons representative of the target population to develop culturally competent HIV prevention related intervention.
- Experience with blood draws.
- Ability to drive the agency-owned RV and vans.

Individuals with relevant personal experience strongly encouraged to apply

Duties and responsibilities:

Develop LGBTQ Outreach & Engagement Program

- Under the supervision of the Assistant Director of Clinical Services, identify and plan effective strategies to increase the number of LGBTQ/MSM people at high risk for HIV who are engaged in Tapestry services.
- Work closely with colleagues from Tapestry and other community-based organizations to design and schedule community outreach initiatives and screening events in bars or non-traditional outreach settings, including social media, to proactively find and assist LGBTQ/MSM persons at risk for HIV/AIDS.
- Work with Tapestry's Sexual and Reproductive Health Program to strengthen the coordination and referral system for at-risk LGBTQ participants in need of clinical services in order to increase referrals and facilitate care for participants.
- Attend continuing education seminars, staff in-services and stay abreast of relevant literature to maintain familiarity with trends in prevention services.
- Participate in program planning through interdisciplinary team meetings.

Implementation of LGBTQ Outreach:

- Establish, build and maintain partnerships in the community with collaborating agencies or other venues with a focus on those that serve hard-to-reach or disparately impacted persons at risk for HIV/AIDS (such as bars, nightclubs, public sex environments, shelters, Pride events, etc.) and through social media to promote risk-reduction activities and to connect participants to care.
- Provide written and verbal harm reduction information on safer sex strategies, substance use, disclosure and HIV, STI and Hepatitis transmission; distribute sterile syringes and harm reduction materials according to Tapestry protocols.
- Conduct HIV/HCV/STI on and offsite screening, performing phlebotomy, risk reduction assessments and counseling sessions.
- Provide health navigation services to address the full spectrum of participant needs. Ensure linkage to medical care, PrEP, nPEP, disease intervention specialists and other appropriate services, through referrals to Tapestry and other community resources.
- Promote self-advocacy by assisting LGBTQ people and MSMs to have their voices fully heard with their needs, goals and objectives established as the focal point of clinical and other needed community based health services.

Evaluation and Reporting:

- Document services following Tapestry standards and comply with program reporting requirements and funder documentation standards.
- Ensure compliance with program deliverables, program evaluation, report writing and data collection activities.
- Develop evaluation tool to assess satisfaction of program goals as outlined by the funders, including PrEP initiation and maintenance.

Other:

- Comply with Tapestry policies and procedures, including maintaining strict confidentiality protocols.
- Participate in agency meetings, work groups, trainings and initiatives as required.
- Attend local and statewide meetings as required and represent Tapestry in a professional manner.
- Act as a resource across Tapestry programs to meet training and cultural competency needs on LGBTQ health as requested.
- Other duties as assigned.

Working Conditions:

Evening and weekend availability required. Position schedule dependent on needs of participants and programs. Potential exposure to blood borne pathogens. Direct exposure to shooting galleries, bars, clubs and other areas where high risk sex and drug use regularly occur required. Ability to lift items up to 40lbs. required. Ability to sit at a desk and conduct basic administrative duties. Ability to deal with stressful situations.

Direct Reports:

None

If you are interested in joining a diverse team focused on providing innovative, front-line health care, apply by submitting your cover letter and resume to resumes@tapestryhealth.org or by mailing them to:

Tapestry
Attn: Human Resources Dept.
296 Nonotuck Street, 2nd Floor
Florence, MA 01062

Tapestry provides a comprehensive benefits package to eligible employees, which includes: medical, dental, vision, FSA, 100% employer paid LTD/ADD/life insurance, tuition remission and an Employee Assistance Program.

Tapestry is an Affirmative Action/Equal Opportunity employer.

