



Mailing Address: PO Box 424, Binghamton, NY 13902
Physical Address: 49 Pine St. Suite 6, Binghamton, NY 13901
Phone: 607-296-3016 Email: truthpharm@gmail.com
Website: www.truthpharm.org

About Truth Pharm

Truth Pharm is a nonprofit organization dedicated to reducing overdose deaths, improving the health and well-being of people who use drugs, and creating systems rooted in dignity, compassion, and evidence. We believe people who use drugs deserve respect, quality healthcare, stable housing, and the opportunity to define their own goals.

Job Description for Community Health Worker for People Who Use Drugs

The Community Health Worker (CHW) for People Who Use Drugs is a non-clinical professional who works directly with individuals to identify their goals, reduce barriers to care, and connect them with healthcare, treatment, housing, and other community resources.

Using a harm reduction philosophy and Motivational Interviewing, the CHW builds trusting relationships that empower participants to make informed decisions about their own health and well-being. Many successful candidates have lived or living experience with substance use or recovery, although this is not required.

This position serves as an advocate, educator, navigator, and resource specialist, helping participants access services while respecting their individual goals and choices.

Essential Responsibilities

- Conduct participant intakes, screenings, and needs assessments.
- Develop trusting, person-centered relationships with participants.
- Assist participants in identifying and working toward their own goals.
- Connect participants with medical care, behavioral health, substance use treatment, harm reduction services, housing, food, transportation, benefits, and other community resources.
- Coordinate referrals and assist participants in navigating complex service systems.
- Advocate alongside participants when interacting with healthcare providers, government agencies, and community organizations.
- Educate participants on self-advocacy and available resources.
- Maintain regular communication through in-person visits, phone calls, text messages, and outreach.
- Document all participant interactions accurately and in a timely manner using electronic record systems.
- Obtain required consents and maintain HIPAA compliance.
- Track program outcomes and maintain required data collection.
- Submit naloxone training data to the New York State Department of Health.
- Build and maintain collaborative relationships with community providers and partner organizations.
- Participate in outreach events, training, team meetings, and continuous quality improvement activities.
- Perform other related duties that support Truth Pharm's mission



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Required Qualifications

- Passion for harm reduction and meeting people where they are.
- Strong interpersonal and communication skills.
- Ability to build trust with individuals from diverse backgrounds and life experiences.
- Excellent active listening skills.
- Ability to maintain appropriate professional boundaries while providing compassionate support.
- Strong organizational skills and attention to detail.
- Ability to work independently and as part of a collaborative team.
- Basic computer proficiency, including Microsoft Office, Google Workspace, email, and electronic documentation systems.
- Reliable transportation and willingness to travel locally as needed

Preferred Qualifications

- Lived or living experience with substance use and/or recovery.
- Experience working with people who use drugs, individuals experiencing homelessness, or other marginalized populations.
- Community Health Worker certification, Recovery Coach certification, or willingness to obtain required certifications.
- Experience with Motivational Interviewing, SBIRT, trauma-informed care, or harm reduction services.
- Knowledge of local healthcare, behavioral health, housing, and social service systems.

Training Provided

- CCAR Recovery Coach
- Motivational Interviewing
- SBIRT
- Harm Reduction Principles
- HIPAA Compliance
- Professional Boundaries and Ethics
- Additional trainings relevant to the position

What Makes This Position Different

This is not a desk job. Community Health Workers spend their days building relationships, helping people overcome barriers, advocating within healthcare and social service systems, and creating opportunities for people to improve their health and quality of life. Success in this role comes from compassion, persistence, creativity, and a deep belief that every person deserves dignity and respect.

Truth Pharm is an Equal Opportunity Employer. We encourage applications from individuals with lived experience, people in recovery, people who use drugs, members of historically marginalized communities, and anyone who shares our commitment to harm reduction and social justice.