

Job Posting

Position Title: Health Promoter - African, Caribbean, and Black (ACB) population

Employment Status: Permanent Full Time

Position Status: This is a Bargaining Unit position. All terms and conditions of the collective bargaining agreement apply.

Job Posting Deadline for Internal Candidates: May 10th, 2024, at 5:00pm

Hours of Work Schedule: 35 hours per week

Salary Range: Salary is commensurate on skills and experience, and within the range of \$67,122 - \$74,032 plus Group Benefits & HOOPP

Hiring Manager: Manager, Health Equity and Priority Populations

Primary Location: 1450 Kingston Rd #17, Pickering, ON L1V 1C1 (flexibility to travel to/work at any of DCHC locations as required)

Organization Overview

Durham Community Health Centre (DCHC) is a registered, charitable organization that provides integrated, accessible, and equitable community based primary care, wellness services, and health education to Durham community members who face multiple barriers to their health and well-being.

DCHC also provides equity-based programs and services that focus on priority populations such as Indigenous, Black, the 2SLGBTQI Community, Newcomers to Canada, Seniors, and Unattached patients (i.e., those without a family doctor), to name a few. DCHC ensures Durham community members receive not only sick care, but preventive care as well.

At DCHC, we are a team-based interprofessional group of staff including physicians, nurse practitioners, nurses, counselors, dietitians, outreach workers, medical secretaries, and other administrative staff. We always place every client at the centre of our approach to care, based on their needs. We address these needs through integrated clinical and wellness care and health education.

It's an exciting time to be joining DCHC, while we are embarking on an energizing path with a focus on making our biggest impact yet on the health of Durham community members by diversifying, expanding, and leveraging our Strategic Plan, Theory of Change, Brand, Client Stories and Resources.

Position Overview

Reporting to the Manager, Health Equity and Priority Populations, the Health Promoter - African, Caribbean, and Black (ACB) works internally and externally to understand population health needs and apply health promotion strategies to improve health and reduce health inequities for the African, Caribbean, and Black (ACB) populations. The Health Promoter - ACB works with community partners across multiple levels to take action to create supportive social, economic, and physical environments that protect and promote health.

Working as a member of an interdisciplinary team of health professionals, the Health Promoter - ACB works to enhance the health of African, Caribbean, and Black (ACB) populations through educational and prevention strategies, program development, and advocacy and engagement in order to reduce health inequities.

The Health Promoter - ACB uses communication and strong facilitation skills to build partnerships to advance the work of system/culture change. The Health Promoter - ACB will use evidence throughout the planning cycle (assessment, development, implementation and evaluation) to build understanding, motivate and inspire action, among colleagues and community partners.

Key Responsibilities:

1. Work with community-based groups to identify the health-related needs and capacities of residents in the surrounding community and among priority populations and emerging population needs.
2. Work with staff, partner agencies and community members to establish priority issues and identifies appropriate strategies to respond to these issues.
3. Develop partnerships to support new and ongoing programs and initiatives related to health promotion needs.
4. Facilitate / co-facilitates groups, events and community initiatives.
5. Assist in the development of projects and initiatives that help clients and community to increase control over and to improve their health.
6. Act as a resource for groups and committees on issues related to the priority populations.
7. Help reduce barriers to good health by advocating for affordable, equitable and obtainable services and the development of healthy public policies.
8. Provide educational presentations and workshops for clients and community agencies.
9. Support the advancement of strategic initiatives within the organization with a lens to reduced inequities and increased access to care.
10. Design and carry out needs assessments, focus groups, surveys and program evaluations in collaboration with staff, etc.
11. Assists external groups to carry out approved activities and quality improvement activities.
12. Participate in student and volunteer recruitment and supervision.
13. Ensure regular compilation of client, group and community initiative encounter statistics utilizing electronic client records and other approved electronic systems.

Other duties within scope of duties include:

1. Assists, as assigned, in the orientation and training of new staff on the team.
2. Consults regularly with local agencies or community resources concerning resource development and program planning which is pertinent to the clients and/or youth population.
3. Adheres to and applies organization wide policies and practices in support of organizational health, and performances.
4. Adheres to and applies established compliance measures within legislative requirements and equity principles (e.g., AODA, Human Rights Code, and Ontario Employment Standards).
5. Champions and supports Employee Engagement efforts and initiatives.
6. Ensures scope of duties/accountabilities adheres to established Health & Safety program, policies and procedures.
7. Other duties as assigned by the manager and the director.

Key Qualifications

1. Bachelor's Degree from a recognized university in health, social science, adult education, or a related discipline and significant relevant experience.
2. Excellent communication, presentation, and group facilitation skills.
3. Experience and knowledge of health promotion and education, community organizing techniques, social marketing, program design and evaluation as it relates to youth.
4. Broad knowledge of African, Caribbean and Black (ACB) populations, lived experience is considered an asset.
5. At least three years of health promotion/education experience in a community based organization involving youth and their families.
6. Experience developing and creating of marketing materials for programs and services.
7. Demonstrated ability to work effectively in an interdisciplinary team environment.
8. Demonstrated ability to provide effective consultation and educational services (formal and informal) to other health care facilities and community agencies.
9. Demonstrated ability to work independently and to be an effective member within an interdisciplinary team.
10. Demonstrated ability to manage workload with simultaneous deadlines, determine priorities and meet deadlines.
11. Familiarity with client records systems (e.g., NOD), intermediate computer skills in word processing, email, and PowerPoint are essential, some knowledge of Microsoft, Access, Excel and ability to explore the Internet.
12. Ability to provide support and input into the program to assist in evaluating the work of the program to determine priorities.
13. Proficiency in a second language is an asset
14. Must have a valid driver's license.

Key Attributes include:

Demonstrated Minimum Attributes core to the Agency: Service oriented, Initiative, Results oriented, Flexible/Adaptable, Collaborative, Effective Communication Skills, Team Player, Ability to manage risk within one's responsibility & accountability, Ability to take Accountability.

In addition, the following are the role-specific attributes:

Conceptual thinker; Efficient, Alliance builder, Creative & Innovative Thinker, Analytical/Systematic, Empathic

Full vaccination against COVID-19 is mandatory for this position (Durham CHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).

Application Process:

- 1) If you are interested in being considered for this position, please submit a cover letter and resume outlining your qualifications and expectations by email to recruiting@durhamchc.ca. This position will remain posted until filled.
- 2) While we thank all applicants for their interest in applying, only those qualified and considered for an interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.
- 3) All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.
- 4) All positions are subject to the successful completion of the following pre-employment conditions for all external hires: Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening).

Durham Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. Accessibility: If you have accessibility needs and require alternate formats or other accommodations, please contact Human Resources at 905-723-0036, or by email to recruiting@durhamchc.ca. **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**