

## Job Posting

**Position Title:** Community Health Worker, Priority Populations (ACB focus)

**Employment Status:** Temp. Full-time Contract, until **March 31<sup>st</sup>, 2026**

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

**Job Posting Deadline for Internal Candidates:** January 17, 2025, at 5pm

**Hours of Work Schedule:** 35 hours per week

**Salary Range:** Annualized salary range of \$51,356 - \$60,091, commensurate on skills and experience plus Group Benefits & HOOPP

**Hiring Manager:** Executive Lead, Black Health and Wellness

**Primary Location:** North Oshawa; mobile clinic sites (with flexibility to work/transition to any DCHC locations as required: Pickering & South Oshawa sites).

### 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 center 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 Executive Lead, Black Health and Wellness, the Community Health Ambassador (CHA), Priority Populations is a key liaison between DCHC and the African, Caribbean, and Black (ACB) community of Durham Region. Their primary role is to foster trust, promote health equity, and improve access to health services by engaging with the community at a hyperlocal level. The position aims to address barriers to care and empower community members to take control of their health through education and advocacy.

## Duties and Responsibilities

- I. Community Engagement, Outreach and Advocacy
  - Build relationships with ACB community members, leaders, and organizations to understand their needs and concerns.
  - Actively participate in community events, churches, schools, and other local hubs to promote health services and initiatives.
  - Serve as a culturally affirming and approachable point of contact for individuals seeking information about DCHC and Durham region health services.
  - Conduct workshops, seminars, or one-on-one sessions to improve health literacy and empower self-efficacy in managing health.
  - Advocate for the needs and preferences of the ACB community within the healthcare system.
  - Disseminate accurate, culturally relevant information on health promotion topics, with particular focus on Sickle Cell Disease but also preventive care, mental health, nutrition, and chronic disease management.
  - Help connect individuals to healthcare services, including support with scheduling appointments, understanding treatments, and accessing financial assistance if needed.
- II. Addressing Barriers to Care
  - Identify and address systemic and cultural barriers to accessing healthcare, such as language, stigma, mistrust, or transportation challenges.
  - Provide tailored resources and solutions to ensure equitable access to care.
  - Serve as a trusted representative of DCHC, working to build credibility and dismantle historical mistrust within the ACB community.
  - Uphold principles of diversity, equity, and inclusion in all interactions.
- III. Supporting Program development
  - Assist the larger program in completion of key workplan tasks including project and event design and development
  - Support the design and development of administrative procedures and protocols for the team
- IV. General Administration
  - Support and work with the team to develop training materials to ensure that the goals of the program are being achieved and the needs of those requesting training are being met
  - Compile, enter and report confidential data at agency and funder's request
  - Ensure that all necessary reports are completed and submitted to the appropriate sources meeting set deadlines
  - Participate in the planning of program evaluation initiatives and track the work plan for the current fiscal year with team members
  - Participate as a team member in all team functions- program planning, team meetings, inter-team meetings, and case conferences
  - Maintain and develop professional competence and learning
  - General administrative assistance in collaboration with support team
  - Monitoring the quality and effectiveness of services through performance metrics, client feedback, and outcome evaluations.

- Ensuring adherence to regulatory requirements and standards, such as PHIPA compliance
- Ensure client information is accurately scanned and uploaded to client's chart in EMR
- Perform other related duties as assigned

### **Qualifications**

- Post-secondary education/degree/diploma, in relevant field of study (health sciences, social services, etc).
- Minimum 2 years' experience in health promotion or advocacy, preferable in Community Health
- Demonstrated, strong ties to the Durham ACB community and an understanding of its unique cultural and health-related needs
- Excellent interpersonal and communication skills to connect with diverse audiences.
- Knowledge of community resources, health promotion and public health principles.
- Experience in community organizing, outreach, or education is an asset.
- Passion for health equity and social justice.
- Demonstrated involvement in successful community change initiatives
- Demonstrated excellent interpersonal, organizational, problem-solving and communication skills
- Effective at building relationships and gaining credibility with stakeholder groups
- Satisfactory criminal reference and vulnerable persons check
- Valid "G" Ontario driver's license and unlimited use of a vehicle is a requirement

**Full vaccination against COVID-19 is mandatory for this position (DCHC 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](mailto: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](mailto:recruiting@durhamchc.ca). **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**

