



## Job Posting

**Position Title: Manager, Black Health & Wellness**

**Job Posting Deadline for Internal Candidates:** May 08, 2025, at 5:00pm

**Employment Status:** Temp. Full-Time Contract until March 31, 2026 (with potential for extension)

**Position Status:** This is a Non-Bargaining Unit position

**Hours of Work:** Monday-Friday, 35 hours per week

**Position Reports to:** VP, Integrated Care & Experience

**Primary work location:** Oshawa North (with flexibility to travel between any DCHC locations as required)

**Direct Reports:** 6+

### Organization

**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 local health care by diversifying, expanding, and leveraging our Strategic Plan, Theory of Change, Brand, Client Stories and Resources.

### Position Overview

The Manager, Black Health & Wellness is responsible for the leadership and operational oversight of Durham Community Health Centre's Black Health & Wellness program. This includes primary care and clinical services, community engagement, and regional advocacy efforts that address the systemic barriers faced by African, Caribbean, and Black (ACB) communities across Durham Region. Reporting to the VP, Integrated Care & Experience, this position plays a key role in delivering integrated and culturally affirming services that reflect DCHC's commitment to equity-based care and health system transformation

### Key Responsibilities:

#### **Program Leadership & Operations**

- Oversee day-to-day operations of the Black Health & Wellness program, including the clinical team and community-based initiatives.

- Ensure services are trauma-informed, culturally safer, and centered in anti-Black racism principles.
- Collaborate with regional partners and DCHC teams to develop and implement care pathways that increase access to preventative and primary care for ACB community members.
- Support the development and delivery of workshops, outreach events, and health promotion activities that are responsive to community needs.

### **Team Management & Supervision**

- Provide supportive supervision to an interdisciplinary team of clinicians and engagement staff.
- Foster a culture of learning, collaboration, and accountability.
- Lead recruitment, onboarding, and performance management for all team members under the program.

### **Equity-Based Service Design**

- Support the design and delivery of initiatives that strengthen health equity and reduce disparities in health outcomes for Black communities.
- Recommend organizational practices that align with anti-Black racism frameworks and equity-focused care delivery.
- Assist in embedding culturally affirming practices across internal systems and partner organizations.

### **Monitoring, Evaluation & Planning**

- Track and report on key performance indicators and client outcomes.
- Support continuous quality improvement and evidence-informed program development.
- Develop and manage program budgets in collaboration with DCHC's finance team.

### **Partnership & Community Development**

- Maintain strong working relationships with regional partners, other community-governed health providers, and local Black-led organizations.
- Contribute to advocacy efforts by mobilizing knowledge, gathering community input, and aligning messaging with system-level change goals.
- Actively participate in regional and provincial initiatives related to Black Health strategy and system transformation.

### **Qualifications & Experience**

- Undergraduate degree in health care management, social work, nursing, or related field; Master's degree is a strong asset.
- Minimum 5 years of progressive operational leadership in health, social services, or community programs.
- Demonstrated experience working with African, Caribbean, and Black communities and a strong understanding of the impact of anti-Black racism on health outcomes.
- Strong familiarity with Ontario's Black Health Strategy and collective impact approaches.
- Knowledge of or strong appreciation for Ontario's Provincial Equity Framework and the current direction outlined in Ontario Health's Annual Business Plan.
- Experience managing interdisciplinary teams within a primary care or community health setting.
- Knowledge of trauma-informed care, culturally safer practices, and health equity frameworks.
- Proficient in managing program budgets and performance indicators.
- Effective communicator with experience in cross-sector collaboration and stakeholder engagement.
- Valid Ontario Driver's License and access to a reliable vehicle for travel across sites.

**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:**

- 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.
- 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.
- 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.
- 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 (DCHC)** is committed to creating an inclusive environment that welcomes and celebrates diversity so that all employees have the opportunity to thrive. **DCHC will comply 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 our Talent and Culture team at 905-723-0036, or by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca).

