



## Job Opportunity Community Health Worker

### About FHC:

Flemingdon Health Centre (FHC) is an engaged and involved member of some of Toronto's most dynamic neighbourhoods; Flemingdon Park, Fairview and Thorncliffe Park. FHC is a registered charity and an incorporated not-for-profit Community Health Centre (CHC), with a vision of Strong Health Communities. Across our three sites, we provide a range of health-related services based on the social determinants of health with extensive community engagement. We are primarily funded through the Ministry of Health and Long-Term Care/Ontario Health (formerly: Toronto Central Local Health Integration Network TC-LHIN).

At FHC, we know that health is about much more than just the absence of disease. Our approach to community health encompasses the social determinants of health which includes: education, employment, isolation, food security and social supports, and utilizes a community development model to promote health, prevent disease, and strengthen community capacity. We value health equity, inclusion, community engagement, accountability & transparency, excellence and collaboration & partnerships.

We are seeking a Community Health Worker, focusing on FHC communities, whose values align with ours and is excited to work within our communities.

**About the Role:** As part of the Population Health and Wellness team, the Community Health Worker, will be responsible for the efficient and effective delivery of evidence-based Health Promotion programs and services for communities in FHC's catchment areas. Health Promotion is the process of implementing a range of social and environmental interventions that enable people and communities to increase control over and to improve their health. Our programs are aligned with the health equity charter. The successful candidate will be committed to active Community Engagement and will be responsible for creatively planning, designing, coordinating, delivering and evaluating programs for the communities we serve. The Community Health Worker will work from both our Flemingdon and Fairview sites, and within the communities to deliver an array of programs and services.

**Employment terms:** Regular Full Time, along with extended health benefits and pension plan

**Salary range:** \$49,969-\$59,427 per year

**Expected Start Date:** As soon as possible

**Reporting to:** Manager, Population Health and Wellness

### Responsibilities include:

#### General:

- Commitment to building on the strengths of local residents, their experiences, identities, perspectives and relationships within their communities.
- Participate in enhancing FHC's relationship with stakeholders and strengthening partnerships
- Work closely with primary care and allied health providers to outreach to the community of FHC clients
- Produces health education materials as required, and prepares and distributes relevant resources

- Build relationships with relevant agencies serving the community in order to enhance the services provided to local residents.
- Writes reports, maintains files, and, as required, develops documentation/data bases necessary for evaluation
- Prepare funding applications based on literature research concerning health statistics, facts, and other key themes
- Maintains knowledge of changing demographics and evolving needs of those within the catchment area and ensures incorporation of Health Promotion best-practices into programs
- Other duties as assigned by Manager, Population Health and Wellness or designate

#### Programming:

- To plan, develop, implement and evaluate FHC's Health Promotion programs and participate in the development of plans programs and projects that promote awareness and healthy life style behavior changes.
- Use evidence-based evaluation methods and reporting tools to gather and maintain statistical information on community-based activities and programs
- Compiles, analyzes statistical information for program needs and interprets the health education implication for programs.
- Share programming evaluations and reflections that use Health Promotion theory with Population Health and Wellness teams
- Work with students, volunteers and community members
- Deliver Maintain up-to-date work plans, reports and budgets

#### Community Engagement:

- Identifies and develops liaisons with community agencies, coalitions, schools, and key individuals to collaborate on initiatives targeted to promoting the health of the specified population.
- Supports broad-based Community Engagement to advocate for social change in the broader context
- Explore and expand community-based community development approaches
- Support advisory groups to involve the communities in the process of program planning and represent FHC at planning tables with external community agencies and organizations
- Identify community members willing to participate in and/or assist with FHC's Community Engagement and/or development activities
- Participate in internal and external committees

#### **Qualifications:**

- Baccalaureate degree in a health or social science discipline from a recognized University and/or an approved equivalent of education and related experience
- Experience and commitment to working with clients and groups from diverse communities and operate from an anti-discrimination/anti-oppression perspective
- Training and education in adolescent development and mental health, education, group work, program planning and evaluation, community facilitation and development.
- Experience working with BIPOC and 2SLGBTQI+ communities as well as utilizing a harm reduction approach with communities that have addiction issues; and an understanding of working with socially vulnerable and systemically marginalized communities;
- Possess an understanding of institutional and other systemic barriers and how they impact individual and access to services;



- Thorough knowledge of and demonstrated proficiency in the practice of Health Promotion and Community Engagement principles
- Demonstrated experience in community outreach and Community Engagement principles
- Experience planning, implementing and evaluating programs for communities
- Ability to understand and respond to changing community needs
- Ability to work independently and collaboratively in an inter-disciplinary team environment
- Excellent written and spoken English communication skills
- Experience working with a diverse communities
- Ability to work flexible hours including some evenings and/or Saturdays
- Knowledge of catchment areas is considered an asset
- Ability to speak languages other than English an asset

**Note:** This is a bargaining unit position with UFCW. Terms may be altered as a result of collective bargaining.

**Application Deadline:** Aug 16, 2021 by 5:00 pm Eastern time

**Application Process:** Qualified applicants are invited to submit their application online at:

<https://www.jobillico.com/en/job-offer/flemingdon-health-centre.cUkdNk/community-health-worker/8217943>

Please include a cover letter and resume in a single file with your name in the file name.

*In our Recruitment, FHC is committed to salary range disclosure in all of our job postings. We value and consider candidates' lived experiences as well as commitment and alignment with our organizational values. We encourage applications from individuals who can identify with the diverse communities we serve.*

*We thank all applicants for their interest but regret that only those selected for an interview will receive an acknowledgement. Please note that a criminal background check (Vulnerable sector) will be conducted for this position.*

*In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.*