



Are you an experienced primary health care leader? Are you passionate about solving complex health problems? Do you look at injustice in Toronto and want to make a difference? Then we invite you to join our team at Flemingdon Health Centre!

FHC is recruiting for our Director of Community Health. This role oversees all the client and community facing programs and services at FHC including our primary health care, chronic disease and mental health and population health and wellness portfolios. The role works closely with staff, partners and funders to address gaps in primary health care service and ensure excellent health outcomes and experience for the equity deserving communities we serve.

The Director of Community Health is a senior role at our organization and reports to the CEO. In addition to implementing the strategy and supporting the client facing programs and services at FHC, the Director acts as the lead for many external initiatives. These include two Ontario Health Teams – East Toronto Health Partners and North York Toronto Health Partners. The Director also plays an important role in providing strategic support to our Health Access Thorncliffe Park (HATP) program.

Please see attached the full job description here. We encourage candidates who are interested to submit an application as soon as possible. We will be conducting interviews on an ongoing basis until the position is filled. While this is a permanent full-time role if you are interested in exploring a short-term contract or a secondment please apply to this position and indicate accordingly.

Do you have questions? Please reach out to Jen Quinlan, CEO, at [jquinlan@fhc-chc.com](mailto:jquinlan@fhc-chc.com)



## Job Posting Director of Community Health

**Background:** Flemingdon Health Centre (FHC) is an engaged and involved member of some of Toronto's most dynamic neighborhoods; 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 Healthy 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.

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.

**Purpose:** The Director, Community Health is a part of FHC's Senior Leadership Team and is responsible for providing consistent strategic and organizational support to teams by planning, managing and evaluating activities and outcomes for the delivery of high-quality interdisciplinary primary health care programs and services for optimal individual and community health outcomes.

**Employment terms:** Regular full time (Permanent), 35hrs /week (with the expectation of working some evenings and/or weekends)

While this is a permanent full-time role if you are interested in exploring a short-term contract or a secondment please apply to this position and indicate accordingly.

**Salary Range:** \$94,467 - \$111,100 per year

**Benefits:** A range of generous benefits are provided, including Hospitals of Ontario Pension Plan (HOOPP)

**Reporting to:** Chief Executive Officer

### Key Responsibilities:

- Support development and implementation of strategic goals and operational plans as an integral member of the Senior Leadership Team (SLT)
- Model FHC's values supporting the creation of the desired organizational culture

- Plan, develop and implement initiatives to support the development and delivery of programs and services within the context of the Community Health Centre model of health and well-being and from a health equity approach
- Support and supervise Managers and oversee team members with the following teams: Mental Health and Chronic Conditions, Primary Health Care and Population Health and Wellness
- Plan and facilitate the integration of an inter-disciplinary and inter-program focus in activities and services across the organization
- Represent FHC on appropriate external networks and facilitate the development and maintenance of strong collaborative working relationships with the communities we serve and with existing and potential partner agencies/service providers
- Ensure that funder, legislative, and accreditation accountabilities are met
- Manage the effective and responsible use of financial resources available and writing proposals to increase resources and capacity
- Utilize change management principles and strategies with integrity
- Facilitate groups and meetings creating an environment and atmosphere for effective and thoughtful discussion of issues

### Leadership Values:

To work creatively and innovatively, practicing “values-based leadership”; the ability to be straightforward, to act and speak frankly, to consistently act with awareness, kindness and compassion, to treat all people fairly and with respect - no matter what station in life, what class or what rank in the organization chart.

### Qualifications:

#### Knowledge and Experience

- Knowledge normally attained at a Masters level degree and a minimum of 5 years progressive experience in management – preferably in a community-based health care setting, or equivalent academic training and work background. We welcome applicants with training and experience from outside of Canada.

#### Skills, Competencies

- Outstanding inter-disciplinary team building and leadership skills
- Excellent interpersonal and communication skills necessary to work effectively across all levels of the organization’s diverse workforce and clients
- Excellent group and meeting facilitation skills
- Demonstrated proficiency in planning, evaluation, and quality monitoring of several projects simultaneously, with a demonstrated capacity to prioritize
- Ability to collect and analyze data, including familiarity with computer hardware and software systems
- Ability to speak languages other than English an asset

#### Additional Knowledge and Learning Ability

- Knowledge of and demonstrated commitment to the principles and practice of the determinants of health
- Knowledge of Acts related to, at minimum: Excellence for Health Care, Protection of Privacy (PHIPA), Regulated Health Professionals, Occupational Health and Safety, Access to Ontarians with Disability (AODA)
- Open minded, eager and willing to constantly learn and improve oneself
- Knowledge of FHC, and its respective communities an asset
- Demonstrated analytical and organizational skills

#### Other

COVID-19 vaccines are a requirement of the job pursuant to the Ontario Human Rights Code

**Application Deadline:** posting until filled

**Application Process:** Interested and qualified individuals are invited to submit an application including a cover letter and resume to:

[jobs@fhc-chc.com](mailto:jobs@fhc-chc.com)

*We thank all applicants for their interest but regret that only those selected for an interview will receive 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.*