



<b>Title</b>	<b>Manager, Health with Dignity</b>
<b>Position Type</b>	<b>Full-Time, Permanent</b>
<b>Posting Date</b>	<b>2020/11/17</b>
<b>Expiry Date</b>	<b>2020/11/30</b>
<b>Posting Type</b>	<b>Internal &amp; External</b>
<b>Detailed Description</b>	<p><b>KEY RESPONSIBILITIES:</b></p> <ul style="list-style-type: none"> <li>• Manage high profile program, related communication, promotion and supervision of staff including a Nurse Practitioner, nurse, occupational therapist and other staff, students and volunteers;</li> <li>• Develop and oversee an integrated service model and work-plan that includes relevant planning, monitoring and evaluation processes; alignment with agency mission, vision, values; allocation of resources; build interdisciplinary practice;</li> <li>• Provide direction for care planning includes goal setting, health education and literacy, and supports required change in policy and/or process;</li> <li>• Manage scheduling and deployment of team, related human resources needs within a unionized environment, including recruitment, orientation, training, performance management;</li> <li>• Lead in an evidence informed manner, prepare reports; ensure evaluation and audit processes, the use of data for planning and quality improvement;</li> <li>• Support systems change and service quality for structurally vulnerable populations;</li> <li>• Work in a manner that maintains confidentiality, minimizes risk and reinforces good practice; resolve complex problems, communicate effectively with supervisor and work collaboratively with colleagues;</li> <li>• Provide appropriate coaching and development for professional staff;</li> <li>• Prepare grant applications/proposals in collaboration with Director as appropriate to strategic and team plan;</li> <li>• Ensure that staff participates in the Center's quality improvement program, promote best and evidence informed practice in the team and across the organization;</li> <li>• Support staff compliance with agency policies &amp; procedures;</li> <li>• Ensures the management delegation of authority guidelines are adhered to;</li> <li>• Carry out other relevant duties as may be assigned by the Director, Primary Health Care</li> </ul> <p><b>QUALIFICATIONS</b></p> <ul style="list-style-type: none"> <li>• Bachelor of Nursing preferred, or equivalent (MN, MSW, MPH, MSc) and/or equivalent experience; Current license in professional College as/when appropriate;</li> <li>• 3 years progressive management experience preferably in a community health setting; 2 years clinical experience as appropriate;</li> <li>• Demonstrated experience managing: services and supervising staff (unionized environment), students and volunteers; health issues/challenges faced by vulnerable populations;</li> <li>• Demonstrated understanding of clinical professional values, ethics and standards of practice, interventions and techniques;</li> <li>• Experience working in a low-income, multilingual and multiracial community; networking, building partnerships, public speaking and resource development;</li> </ul> <p><b>Skills:</b></p> <ul style="list-style-type: none"> <li>• Excellent critical/strategic/solution focused thinking, project planning, coaching and mentoring, meeting and group/process facilitation skills; ability to articulate current theories and demonstrate applicable practice; interpersonal and communication skills (verbal and written – proposals, reports); data analysis/interpretation;</li> <li>• Knowledge of assessment, problem solving, priority setting/time management and conflict resolution abilities; health promotion, community development, health education, and organizational change strategies; health care sector (community health in particular); systemic social issues, anti-racism perspectives;</li> <li>• Ability to identify, manage and minimize risk; to understand and balance strategic and operational thinking; to work effectively within a diverse and multi-disciplinary team; to thrive in a high pressure environment and maintain a positive attitude;</li> <li>• Asset to speak one of the Centre's priority languages.</li> </ul> <p><b>This position is not part of the bargaining unit.</b></p> <p>Access Alliance offers comprehensive group benefits coverage, annual vacation entitlement, cumulative sick leave entitlement, employee assistance programs for unionized employees as per Collective Agreement. Access Alliance is a HOOPP employer.</p>



**Application  
Method**

**Salary:** TBD

**Duration:** Full-Time, Permanent

**Start Date:** ASAP/early January 2021

Resume and cover letter must be received by Monday, November 30, 2020 at 5:00pm. **No phone calls please.**

Send by E-mail to: [jobs@accessalliance.ca](mailto:jobs@accessalliance.ca) and indicate "**Manager HWD**" in email Subject Heading  
**OR**

Send by Regular Mail to: **Hiring Committee, Manager HWD**

Access Alliance Multicultural Health and Community Services  
340 College Street, Suite 500, Toronto, ON, M5T 3A9

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

We encourage applications from individuals who reflect the broad diversity of communities we work with, including those from racialized and LGBTQ communities.

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.

Access Alliance encourages a scent-free environment. Employees, students, volunteers, and visitors are asked to refrain from wearing fragrances and other scented personal care products (i.e. perfumes, lotions, hairspray, etc.) while at the Centre.