



Title	Community Health Promoter – Newcomer Initiatives and Community Engagement
Position Type	Permanent, Full-time
Posting Date	2022/01/28
Internal Expiry Date	2022/02/11
External Expiry Date	2022/02/18
Posting Type	Internal and external
Short Description	<p>The community health promoter plans, implements and evaluates settlement, integration and community engagement programs/ initiatives in accordance with the strategic directions of the organization, and integrates an anti-oppression health promotion focus into the programs and services offered by Access Alliance.</p> <p>The community health promoter functions as a member of a multi-disciplinary team working with staff, program participants, external partners and the broader community to implement effective strategies to address social determinants of health, including but not limited to access to affordable housing, employment, food security and other social services. This role works collaboratively with the Community Health Promoter team within Access Alliance and HP roles outside of the agency.</p> <p>This role works closely with frontline program workers, delivering services and supporting the coordination of a broad range of programs that includes community engagement, newcomer education workshops and capacity building initiatives and advocacy work.</p>
Detailed Description	<p>RESPONSIBILITIES:</p> <p>SPECIFIC RESPONSIBILITIES</p> <p>Community Engagement & Health Promotion</p> <ol style="list-style-type: none"> 1. Work with marginalized community members including newcomers, immigrants and refugees, volunteers, residents, agency alumni and other organizations to identify health priorities and work in collaboration with the community to plan for and implement strategies to achieve better community health. 2. Work with the interdisciplinary team, leveraging relevant data and other evidence to identify the settlement and integration needs of newcomers; strengthen programming to address service gaps, and develop service/referral pathways for clients to access social determinants of health. 3. Be familiar with and use diverse community engagement, capacity building and outreach strategies including health education, creating supportive environments, community development, and systems change initiatives to support people and communities to increase control over and improve their health. 4. Act as a resource for community groups by facilitating workshops, webinars, information sessions or groups; by providing consultation, referrals and information, and by advocating on behalf of or for groups in the community. 5. Mobilize the existing human and material resources in the community to enhance the capacity of the community to affect social change by developing self-help and social support networks, building coalitions and fostering grassroots leadership. 6. Maintain familiarity with services and programs in the community, and share this information with the interdisciplinary team as appropriate. Develop and maintain information resources for the

organization and host/lead knowledge mobilization on selected community engagement and related topics as required.

Project Management

1. Develop community based projects in conjunction with other staff that are responsive to needs, and in accordance with the strategic directions of the Centre, using a project management approach.
2. Generate a process of stakeholder ownership, including community agencies, clients/ participants and community members, in the planning, delivery and evaluation of projects based on our values of interdisciplinary teams and collaborative approaches.
3. Lead the Implementation of projects by:
 - Participating in budget development and managing project activities as required including supervision of project staff
 - Overseeing effective delivery of project activities
 - Using a shared leadership, team based approach provide guidance and direction to students, volunteers and project related staff to achieve identified project or program outcomes.
4. Evaluate programs to ensure that objectives are met and recommend changes to the day to day operations of the projects based on community input.
5. Supervise project staff, students and volunteers as required.

Research, Advocacy and Social Action:

1. Initiate, carry-out, participate in or monitor research on health needs involving and mobilizing the community of interest around the research, and from the research, develop clear plans and positions upon which the Centre should base program and advocacy efforts.
2. Initiate appropriate links with stakeholders including key foundations, educational and other institutions to promote the availability of the Centre as a learning site. For example, developing initiatives in collaboration with the University of Toronto, Department of Health Sciences or the Joint Centre of Excellence for Research on Immigration and Settlement – Toronto.

Administration:

1. Participate in committees, work groups, projects, and chair and or take minutes at such meetings as may be required.
2. Identify the need for or participate in the development of policies and protocols, and follow all protocols and policies of the Centre.
3. Develop an annual work plan with inputs from supervisor, identifying actions plans, learning goals and professional development needs.
4. Submit program statistics and reports on a timely basis.
5. Participate in the development of funding proposals.
6. Contribute to the vision, mission, values, principles and strategic directions of the Centre.
7. Carry out other duties as may be assigned from time to time.

SKILLS AND QUALIFICATIONS

- Ability to speak and write fluently in a language of one of the priority groups we serve;
- Graduate degree in Health Sciences, Social Work, Immigration and Settlement Services or a combination of relevant education and work experience;
- Minimum 3 years front-line experience in community engagement based program planning, implementation and evaluation;
- Thorough understanding of community engagement and supporter development principles;
- Experience working with low-income and other priority groups;
- Experience working with multi-racial, multi-lingual communities and teams;
- Success in partnership development and funding proposal writing;
- Experience managing project budgets;
- Prior involvement in community based research an asset;
- Experience mentoring staff, students or volunteers

Salary: \$61,475 – 74,148

Hours: Full-time, 35 hours per week

Duration: Permanent

Bargaining Unit position: United Food and Commercial Workers, Local 175

Classification: Health Promoter

Please be advised that our organization requires all staff, students, and volunteers to be fully vaccinated. Proof of vaccination can be obtained from the Ministry site.

Access Alliance offers comprehensive group benefits coverage, annual vacation entitlement, cumulative sick leave entitlement, employee assistance programs. Access Alliance is a HOOPP employer.

Application Method

With “**Community Health Promoter – Newcomer Settlement and Integration**” in the subject head please send your Resume and cover letter by 5:00 pm on Feb 11, 2022 for internal candidate, and by 5:00 pm on February 18, 2022 for external applicants:
by E-mail: jobs@accessalliance.ca

Only selected candidate will be contacted for an interview. **No phone calls please.**

First interviews are scheduled to take place on March 3, 2022.

We thank all applicants for their interest but only those selected for an interview will receive acknowledgement. Please note that a criminal background check 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. We encourage candidate to include their relevant pre-Canadian experience in their application as applicable.

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.