



Director of Community Health Teams

Scarborough Centre for Healthy Communities (SCHC) is dedicated to providing accessible, equitable, and transformational health and social service choices for the well-being of Scarborough's diverse communities. We cultivate vital community services by promoting healthy lifestyles while delivering a comprehensive range of culturally competent health and social services programming. Our I2CARE values ensures that we, as a work community, treat all with, inclusivity, innovation, collaboration, accessibility respect and equity.

As an employer, we strive for excellence as a workplace and are committed to building a workforce that enhances our capacity to meet the needs of the diverse communities we serve.

Position Summary:

The Director directly reports to the **VP of Community Health** and provides pivotal leadership to the Community Health programs. Leading a team of four managers, the director will support the overall management of the day-to-day activities of the community health programs, including involvement in hiring, performance reviews, and operational management and team development. The director will work with the VP to manage program performance, monitor the program budget ensuring expenditures are within budget parameters, and seek new funding opportunities. The director will contribute to implementing the strategic plan and implementing necessary changes and improvements to the current structure to ensure high-quality care and safety. This role will also be accountable for strategic leadership at the senior and individual levels.

Leadership and Program Development:

- Understand, interpret, and live SCHC's mission, vision, and values.
- Support implementing SCHC's strategic plan.
- Lead the development of innovative person-centered service delivery models and processes to support the needs of the client population.
- Promote client-centred practice with a strong emphasis on an interdisciplinary team approach and support each discipline to work to its full scope of practice.
- Act as a leader in interdisciplinary team-based care, providing evidence-based, comprehensive health care emphasizing healthy living and illness prevention specific to patient population needs.
- Focus on fostering a culture of integration at SCHC by working to integrate community health programs across other SCHC programs, this includes but is not limited to participating in cross-functional discussions, collaborating with other programs, supporting staff cross training and engaging in committees and multidisciplinary groups
- Demonstrate understanding of and ability to use research findings to guide the delivery of services.

- Identify, collect, and present performance and quality improvement data, and encourage change management processes.
- Responsible for community health service development, implementation, and evaluation.

Team Development and Orientation:

- Develop and implement individualized plans for professional growth and development, including participation in professional organizations and activities, workshops, seminars, and staff development programs.
- Ensures the inter-disciplinary team practices in accordance with relevant legislation.
- Coordinate regular meetings, as needed, for community health managers and teams
- Participate in interdisciplinary meetings, task forces and projects.

Advocacy and Funding:

- Develop additional funding opportunities, prepare grant applications/proposals in collaboration with the VP of Community Health
- Demonstrate the capacity to advocate and support culturally diverse communities and identify current gaps of service
- Providing timely information & reports, as required by SCHC and/or funders

Stakeholder Relationships:

- Coordinate and support partnerships with multiple & diverse stakeholders
- Consult or conduct community assessments in accordance with the organization's mandate to determine needs and evaluate options for service delivery.
- Participate in external and/or Scarborough Ontario Health Team meetings as required.
- Represent and promote SCHC's programs and services to the community.

Policy Development:

- Participate in the planning and development of Community Health policies, procedures, and care protocols.
- Policy/protocol development including professional practice and IPAC

General Responsibilities and Special Projects:

- Initiate and support the integration of special projects as required
- Responsible for ensuring that community health services meet the standards for accreditation.
- Chair SCHC committees, including:
 - Infection Prevention and Control
 - Professional Practice In Action
 - Mental Health Committee
 - Mobile Health Unit Working Group
- Perform other duties as assigned that are reasonable within the scope of the job

Educational and/or Professional Qualifications:

- Bachelor's Degree in Nursing
- A master's degree in healthcare administration or other related discipline (preferred)
- Registered and in good standing with the College of Nurses of Ontario
- Minimum of 5 years of progressive management/leadership experience within a healthcare setting

Level of Experience:

- Minimum of five years of experience in leadership role in a health-related environment
- An understanding of quality improvement and performance management is required
- Experience supervising managers, staff, students and volunteers
- Experience in program development, implementation, monitoring and evaluation
- Experience in writing proposals/submissions and maintaining budgets/statistical reporting

Skills and Attributes

- Collaborative, responsive, and adaptive leadership style
- Ability to work closely with senior management, leaders and staff
- Capacity to strongly develop and maintain professional links with sister agencies and key program stakeholders
- Demonstrated knowledge and commitment to the principles and practice of health promotion and education and as well as the social determinants of health
- Experience working with culturally diverse communities
- Experience and familiarity with EMR software is considered an asset
- Strong organizational, interpersonal and communication skills
- Good assessment and problem solving skills
- Experience with conflict resolution techniques
- Proficiency in the use of computers, and various software applications
- Valid Driver's License to drive in Ontario and access to a vehicle would be considered an asset

Job Types: Full-time, Permanent

Benefits:

- Healthcare of Ontario Pension Plan - HOOPP
- Four weeks of paid vacation
- Health and Dental care
- Employee assistance program
- Extended health care
- Life insurance
- Vision care

Please apply in confidence to HR by email: Recruitment@schcontario.ca

We would like to thank all applicants; only those invited to interviews will be contacted.

Note: Please quote Dir-CHT in the subject line.

If you require any accommodation, please advise Human Resources. As a condition of employment all new hires must be legal to work in Canada. You will also be required to undertake a Vulnerable Sector Screening with Police Services. Only applicants selected for interviews will be contacted.

SCHC values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+

SCHC is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. SCHC will provide accommodations to applicants with disabilities throughout the recruitment, selection and/or assessment process. If selected to participate in the recruitment, selection and/or assessment process, please inform Human Resources staff of the nature of any accommodation(s) that you may require.

www.schcontario.ca.

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