



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.

We are currently looking to hire a:

### **Community Development Worker**

1 – Full Time, Contract Until March 2026 (35 hours/week)

The Integrated Housing Supports (IHS) program is a comprehensive and collaborative support service for residents who are vulnerable and have complex needs living within two Toronto Community Housing buildings, 4175 and 4205 Lawrence Avenue East in Scarborough.

Using a hub model of service, this position will be a part of the multi-disciplinary IHS team who will work collaboratively to ensure that skill enhancement and services are in place for residents to maintain their housing and to improve their physical as well as mental health and substance use challenges. Members of the team will also be responsible for liaising with local businesses, community partners, the onsite Community Safety Team and others to foster positive relationships between clients and their community.

**Reporting To:** Manager, Community Services

#### **Purpose:**

The Community Development Worker will be responsible for conducting outreach and engagement with residents, assisting in the delivery of new programming and peer support to address the needs of socially isolated tenants. It is expected that the Community Development Worker will work from the lens of lived and/or professional experience, supporting individuals with mental health and/or addictions challenges, living and working in a priority neighbourhood. The Community Development Worker will canvass residents and surrounding businesses for their ideas, engage them in dialogue and partner to deliver programming reflective of the community's interests. The Community Development Worker will also engage residents with the support of a resident advisory group and team members from the Lawrence East Partnership Program (LEPP) at SCHC, to build capacity within the community and identify clients that would benefit from the integrated support of SCHC. In addition to resident engagement and program delivery, the Community Development Worker will participate in program evaluation to determine the effectiveness of new initiatives and the impact of these programs on community members.

#### **Key Areas of Responsibility:**

- Engage residents in outreach activities including focus groups, door-knocking, lobby intercepts, town halls and interviews in order to gather residents input.
- Contribute to the development and implementation of new programs and workshops in response to outreach data.
- Actively participate in stigma reduction and awareness raising of current issues in mental health and/or addiction challenges.
- Personal/lived/ knowledge and/ or experience of mental health and/or substance use challenges.
- Participates as a member of a multi-disciplinary team by sharing personal/practical experience, knowledge, and first-hand insight benefiting the team and clients.
- Collaborates with others to promote a team culture that works from a client-centered, harm

reduction, trauma informed, and anti-oppressive approach to service.

- Create an inclusive environment in which all residents feel welcome to participate and contribute.
- Develop partnerships and relationships with nearby business to support work and clients.
- Promotes awareness and supports client participation in consumer self-help programs and advocacy organizations to increase recovery.
- Works with clients in one-on-one and/or group situations to promote wellness, recovery, and socialization.
- Promote relevant programs, services and community resources.
- Identify client that need supports in navigating mental health and/or addiction services and complete the relevant referrals.
- Identification of service gaps, and ability to support program planning and advocacy efforts.
- Organize and lead individual and group social/recreational activities to increase socialization and provide skill-building opportunities.
- Gather and enter statistical data into EMRs as required.
- Participate in organizational committees and appropriate community committees.
- Perform other duties as assigned that are reasonable within the scope of the job.

#### **Experiential Qualifications:**

- Two years of experience working with marginalized populations using a community development model including meaningful outreach and engagement experience.
- Two years of experience working directly in a community setting (West Hill, KGO an asset).
- Two years of experience working with vulnerable populations including those with mental health and addiction challenges.

#### **Skills and Attributes:**

- Sensitivity to and awareness of cultural, racial, and socio-economic diversity within the community complex needs particularly around mental health and addiction challenges.
- Ability to facilitate meetings with community members an asset.
- Knowledge of and demonstrated experience working in a participant engagement and/or community development model.
- Ability to work with and contribute to outreach team to obtain program goals.
- Ability to seek assistance and guidance as appropriate from team members and manager.
- Effective skills in conflict resolution, mediation, de-escalation and crisis management.
- Strong communication, verbal, listening and writing skills.
- Sensitivity to and awareness of cultural, racial and socio-economic diversity within the community particularly around mental health and addiction challenges.
- Skills in program development, implementation, monitoring and evaluation an asset.
- Proficiency in the use of computers and various software applications.
- Proficiency reading and writing a second language is an asset.

#### **Significant Working Conditions:**

- Willingness to work between multiple sites.
- Flexibility of hours – evening and weekend work required.
- Comfortable working alone in the community with minimal supervision.
- Willingness to attend unit visits.
- Working in TCHC buildings.

**Why SCHC:**

- A strategic commitment to organizational health, ensuring our people and culture are well supported.
- 3 weeks paid vacation for full time positions to start, additional time with tenure.
- Continuous funded training opportunities.
- Health benefits including prescription drugs, dental, vision care, alternative therapies, life insurance, employee assistance program, disability insurance; benefit coverage for family and dependents available.
- Mileage expenses reimbursed at CRA recommended rate.
- HOOPP pension plan member.
- SEIU Union.
- A strategic commitment to advance diversity, equity, inclusion and belonging utilizing an intersectional lens.

**Remuneration:** \$23.06 - \$26.09

**Pay Band:** I

**Please apply in confidence to HR by email:** [Recruitment@schcontario.ca](mailto:Recruitment@schcontario.ca)

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

**Note:** Please quote **A-CDW** 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.**

**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](http://www.schcontario.ca).

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