



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 ensure 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 an:

**Health Educator & Resource Specialist
1 - Full-Time Permanent (35 hours per week)**

Reporting To: Manager of Community Supports

Purpose: The Health Educator and Specialist (HERS) will be part of an interdisciplinary group dedicated to providing comprehensive, culturally appropriate and holistic support to deserving Scarborough residents through preventative health programs. In collaboration with their team, the HERS will focus on creating innovative and engaging wellness clinics specifically for members of the Black community. Ensuring that programs are evidence-informed will be key to improving the health of the Black diaspora of Scarborough who access them. These programs will provide information about preventative care and wellness initiatives as well as connect clients to resources in the community that provide culturally appropriate and responsive prevention models.

Key areas of responsibility:

- The HERS will ensure clients are connected to the right resource at the right time and ensure barriers are reduced wherever possible.
- Develop, implement, and evaluate community based preventative health programming based on priorities and targeted at the Black population group.
- The HERS will help residents improve their awareness of and access to health promotion services and behaviors throughout their health and wellness journey. This will involve providing one-on-one and group education on preventive care topics.
- The HERS will use an approach that is supportive, empathetic, open- minded and non-judgmental as they assess client's needs and co-develop solutions to create prevention plans that are culturally sensitive, anti-racist and trauma-informed.
- Individual prevention plans will include an assessment of the current state, action planning based on clients' needs, referral coordination, and follow-ups with the client. Facilitate linkages between clients and community resources and collaborate with appropriate service providers or community organizations.
- Continuous engagement with clients throughout their journey to ensure effective outcomes based on the client's needs and priorities.
- Participate in providing education to community service providers and other stakeholders regarding culturally responsive service.
- Support clients' awareness of and access to health promotion care and decisions using



- motivational interviews and brief action planning.
- Identify issues and provide advice, consultation, support, and information to clients, their families, service providers and the community on mental health and related matters.

Skills and Attributes:

- Demonstrated effectiveness in engaging the Black community.
- Demonstrated skills in decreasing service access barriers when working with marginalized individuals.
- Demonstrated ability to communicate with partners and stakeholders including, youth workers, social workers, and primary health care providers.
- Experience in working with the Black community, women's health and mental health and addiction an asset.
- Knowledge and experience principals of Anti-Black Racism and the concept of unconscious biases.
- Thorough knowledge of broad determinants of health and issues affecting low income, multi-lingual, the Black community, and 2SLGBTQ+ communities.
- Knowledge of mental health and substance use issues for children/youth.
- Knowledge of community resources, health promotion and social determinants of health.
- Strong communication (verbal/written), organizational and time management skills.
- Ability to work independently and as part of an interdisciplinary team.
- Demonstrated group facilitation skills.

Essential Qualifications (Knowledge, Experience):

- An undergraduate degree in a health or social science discipline from a recognized university.
- Graduate degree considered an asset.

Educational and/or Professional Qualifications:

- Allied health and/or health promotion professional preferred.
- Minimum 3 years of case management, supportive listening, life coaching and goal setting.
- Minimum 3 years of experience working directly with diverse communities and vulnerable populations.
- Knowledge of and experience in supporting the Black Social Determinants of Health
- Commitment to working from a health equity and anti-oppressive lens.
- Knowledge and experience principles of Anti-Black Racism and the concept of unconscious biases.
- Culturally competent to work with the Black community.
- Familiarity with electronic client records and Microsoft Office.
- Excellent interpersonal, communication (written and verbal), problem-solving, organizational and time management skills;
- An interest and commitment to working in a low-income, multilingual, multiracial community;
- Thorough knowledge of broad determinants of health and issues affecting low income, multi-lingual, Black and LGBTQ communities;
- Maintain effective and timely documentation of client records.
- Demonstrated flexibility to work in a fast paced, ever-changing environment.
- Demonstrated commitment to and knowledge of community-based health care.



- Knowledge of community resources, health promotion and social determinants of health and public health policies and their impact on marginalized and racialized communities.
- Experience in working with the Black community, women's health and mental health and addiction an asset.
- The ability to speak a second language of our priority populations is an asset.

Significant Working Conditions:

- Flexibility of hours – occasional evening or weekend work will be required.
- Willingness to work between multiple sites and in the community.
- Valid driver's license required.
- Vehicle required.

Benefits:

- Healthcare of Ontario Pension Plan - HOOPP
- Paid vacation
- Health and dental care
- Employee assistance program
- Extended health care
- Life insurance
- Vision care

Remuneration: \$29.66 - \$36.36

Band: E

Please note: All other conditions of employment are set out in the collective agreement between SCHC and SEIU.

Please reply in confidence to HR: recruitment@schcontario.ca

Note: Please quote HE-RS in the subject line.

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

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.

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