



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:

**Manager – Interprofessional Primary Care
1 - Full-Time Permanent (35 hours per week)**

Reporting To: Director – Community Health Teams

Purpose:

Bring your passion for community based health care and program development! The Manager of Community Health Teams works collaboratively with internal Scarborough Centre for Healthy Communities (SCHC) stakeholders and partner agencies to provide comprehensive, coordinated services within our community encompassing the specialized areas of primary care, hospice palliative care, health promotion, and sexual assault and domestic violence.

Key Areas of Responsibility:

Leadership and Interprofessional Care:

- Understands, interprets, and implements SCHC's mission, vision, and values.
- Promote person and family centred care in practice with a strong emphasis on an interprofessional team approach.
- Act as a leader in interprofessional team-based care, providing evidence-based, comprehensive health care emphasizing healthy living and illness prevention specific to client population needs.
- In collaboration with the Director provide input into the program outcome evaluation activities
- Assist the Director in identifying new program development, implementation, and evaluation opportunities.

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.
- Monitors the interprofessional team practices ensuring compliance with relevant legislation and applicable standards of practice.
- Provide supervision, mentorship, orientation, observation, and teaching opportunities to the interprofessional team members.
- Participate in interprofessional meetings, task forces, and projects.

General Responsibilities and Work Plan

- Supports the Director in implementing the work plans for community health teams.
- Assists the Director in meeting the standards for accreditation.
- Develop and maintain professional competence.
- Responsible for staff scheduling and on call schedules.
- Redesigns work flow processes to ensure efficiency and access for clients.
- Perform other duties as assigned that are reasonable within the scope of the job.

Budget and Planning

- Develop, monitor and analyze the budgets within the portfolio, including variance analysis and forecasting.
- Develop, monitor and evaluate the annual plans, including goals and objectives.
- Track and report on the programs' annual plans and provide appropriate risk identification and mitigation strategies.

Educational and/or Professional Qualifications:

- Undergraduate degree in health sciences or related field.
- Master Degree in a health related discipline is preferred.

Level of Experience:

- 3 – 5 years of experience managing in an interprofessional and culturally diverse health care environment.
- Experience supervising staff, students, and volunteers.
- Experiencing in determining appropriate staffing patterns, skill mix, recruitment and human resource planning.
- Community experience an asset.
- Experience/knowledge working in hospice palliative care and health promotion an asset.

Skills and Attributes:

- Demonstrated clinical leadership skills.
- Developed critical/strategic thinking skills.
- Excellent interpersonal skills with a strong orientation to staff and team growth and development.
- Ability to create a collaborative multidisciplinary working environment which fosters high morale and effective staff relationships and participation.
- Demonstrated knowledge and commitment to the principles and practice of health promotion, harm reduction and the social determinants of health.
- In collaboration with the Director, develops the program strategic human resources plan including short and long term needs.
- Directs the investigation and resolution of client complaints.
- Ability to work between multiple sites due to program locations.
- Proficiency in the use of computers, and various software applications, including NOD and CIMS.
- Valid Driver License to drive in Ontario and access to a vehicle required.



Significant Working Conditions:

- Flexibility of hours – Evenings and weekend work will be required.
- Traveling as required to support program planning and delivery of services.

Remuneration: Commensurate with experience

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

Note: Please quote **CHT-M** 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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