



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.

SCHC is looking to hire a:

**Social Worker**  
**1 - Full Time Permanent - 35 hours per week**

**Reporting To:** Community Supports Manager

**Purpose:**

The Social Worker will work as part of an interdisciplinary team to support Black children and youth facing mental health issues. They will assess client needs, determine eligibility for services and develop individual care and service plans ensuring all possible options have been explored. They will provide one-on-one counselling sessions, offering personalized support for those dealing with issues such as anxiety, depression, trauma, and early psychosis. The Social Worker will work closely with families to ensure a holistic approach to care, involving parents and caregivers in the therapeutic process whenever appropriate. Additionally, their work will focus on creating culturally appropriate mental health supports for children and family within the Black community.

**Key areas of responsibility:**

- Work within an integrated care team of health professionals to provide mental health supports to Black children, youth and their families.
- Assess client needs and develop goals for service in partnership with children, youth and families.
- Balance youth needs and goals with available resources, ensuring client values and preferences are respected.
- Collaborate with community partners regarding client needs.
- Provide referrals and make linkages to culturally relevant services and supports (health, education, employment, etc.).
- Advocate on behalf of the client to internal and external services (Schools, OW, ODSP, medical and mental health services, etc.).
- Participate in program planning, implementation and evaluations.
- Develop and support programs within the team.
- Maintain a safe and secure child/youth environment.
- Document interactions with clients using EMR systems.
- Support data collection functions including fidelity measures, clinical measures, and other data relevant to the program and evaluation.
- Engage in program outreach and promotion, and provide psychoeducational training, to children, youth, families and the community.

**Skills and Attributes:**

- Demonstrated effectiveness in engaging Black children, youth and families.
- 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, Indigenous 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.

**Educational and/or Professional Qualifications:**

- Graduate degree in Social Work from a recognized University (i.e. MSW).
- Registration and in good standing with the Ontario College of Social Workers and Social Service Workers (candidates who demonstrate ability to register with the OCSWSSW may also be considered).

**Level of Experience:**

- 3-5 years of experience providing counselling and support services to children, youth and/or families.
- Lived experience as a member of the Black community.
- 3-5 years professional experience working with and within the Black community.

**Significant Working Conditions:**

- Full Time 35 Hours per week
- Willingness to work between multiple sites.
- Flexibility of hours – evenings and weekend work required.
- Comfortable working alone in the community with minimal supervision
- Hybrid work schedule

**Benefits:**

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

**Remuneration:** \$34.03 - \$41.60

**Band:** C

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



**Please reply in confidence to HR:** By email: [recruitment@schcontario.ca](mailto:recruitment@schcontario.ca)

Note: Please quote **SW-BMH** 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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