



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 a:

Social Worker
3 – Full Time, Permanent (35 hours per week)

Reporting To: Interprofessional Primary Care Manager

Purpose:

Bring your passion for community-based healthcare to this face-paced and dynamic environment, as well as your program development and implementation experience to this role. The Social Worker is responsible for providing comprehensive assessment and intervention that addresses the psychosocial needs of the clients and/or others. The Social Worker is an integral part of the inter-professional team, providing a social work perspective and acting as a liaison and/or consultant to internal and external programs within the scope of practice.

Key Areas of Responsibility:

The Social Worker/Therapist provides high-quality, client-centered health and social services that promote social justice, problem-solving in human relationships, and empowerment to enhance overall well-being. Operating within an interprofessional primary care model and the full scope of social work practice as outlined by the Ontario College of Social Workers and Social Service Workers (OCSWSSW), the Social Worker/Therapist will:

- Conduct biopsychosocial assessments and formulate evidence-informed treatment plans in collaboration with clients, families, and care teams.
- Provide individual, couple, family, and group therapy using empirically supported modalities (e.g., CBT, DBT, IPT, MI, Solution-Focused, Mindfulness-Based interventions).
- Deliver crisis intervention, risk assessments (including suicide, self-harm, intimate partner violence, and child protection), and safety planning.
- Address the social determinants of health, including poverty, housing, immigration, systemic discrimination, and access to resources.
- Support navigation and advocacy across health, community, and social service systems.
- Collaborate within an interprofessional team to provide coordinated, holistic, and culturally responsive care.
- Apply principles of equity, diversity, inclusion, anti-oppression, trauma-informed practice, and cultural safety in all client and community interactions.
- Facilitate health promotion, psychoeducation, and community development activities to build individual and community capacity.
- Maintain professional boundaries, ethical practice, and confidentiality in line with OCSWSSW standards of practice.

- Provide mentorship, clinical supervision (where applicable), and support the training of students, residents, or learners.
- Participate in continuous quality improvement (QI) activities, program evaluation, and evidence-based practice initiatives.
- Maintain accurate, timely, and confidential documentation in the electronic medical record (EMR) and meet professional charting standards.

Educational and Professional Qualifications:

- Master's degree in social work (MSW).
- Registration and member in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW).
- Minimum of 3–5 years of clinical experience providing counseling/therapy to diverse populations.
- Demonstrated training and experience in evidence-based psychotherapeutic modalities (e.g., CBT, DBT, IPT, MI, Solution-Focused, Trauma-Informed, Mindfulness-Based).
- Experience working in primary care, community health, or mental health settings within an interprofessional team environment.
- Knowledge of the social determinants of health, population health approaches, and systemic barriers impacting access to care.
- Understanding of legislation and frameworks relevant to social work practice in Ontario, including:
 - Child, Youth and Family Services Act (CYFSA)
 - Mental Health Act
 - Personal Health Information Protection Act (PHIPA)
 - Ontario Human Rights Code
 - Occupational Health and Safety Act (OHSA)
- Demonstrated ability to work with clients from diverse cultural, racial, socioeconomic, linguistic, sexual orientation, gender identity, and ability backgrounds.
- Strong advocacy, crisis management, case management, and care coordination skills.
- Excellent organizational, communication, and interpersonal skills with the ability to work collaboratively and independently.
- Experience in clinical documentation, EMRs, and digital health tools (e.g., Telus PS Suite).
- CPR certification (or willingness to obtain).
- Second language relevant to priority populations in Scarborough (e.g., Chinese dialects, Tamil, Urdu, Arabic, Farsi) is an asset.

Significant Working Conditions:

- Flexibility of hours – evening or weekend work may be required.
- Flexibility of working across multiple sites, in-person and virtual service delivery.
- Valid driver's license and access to a reliable vehicle are required.
- Exposure to clients in crisis situations, requiring resilience and adherence to organizational safety protocols.
- Perform other related duties as required to support client care, program delivery, and organizational priorities.

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.
- Paid sick and family sick days.

- Health benefits including prescription drugs, dental, vision care, alternative therapies, life insurance, employee assistance program, disability insurance; benefit coverage for family and dependents available.
- HOOPP pension plan member.
- SEIU Union.
- A strategic commitment to Action on Equity to advance diversity, equity, inclusion and belonging utilizing an intersectional lens.
- Standard working hours, with flexibility to accommodate occasional evening or weekend appointments.

Remuneration: \$35.05 - \$42.85

Pay 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: recruitment@schcontario.ca

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

Note: Please quote SW - CHC in the subject line.

This is an **Existing Vacancy**.

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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