

## **JOB POSTING**

### **Community Health Worker**

**Two Full-time, Permanent Positions (35 hours per week)**

**\$52,955 to \$62,730 per annum + benefits (commensurate on experience & education)**

Unison Health and Community Services is a non-profit, community-based organization that serves neighbourhoods in North West Toronto. Operating out of six locations, Unison offers core services that include primary health care, counselling, health promotion, Early Years programs, legal services, harm reduction programs, housing assistance, adult protective services, Pathways to Education™ and a Diabetes Education Program. Unison's mission is working together to deliver accessible and high quality health and community services that are integrated, respond to needs, build on strengths and inspire change.

Unison Health and Community Services is committed to working from an inclusive, pro-choice, sex positive, harm reduction, anti-racist, anti-oppression and participatory framework.

We are seeking two, full-time, Community Health Workers for the development and implementation of our Urban Health Programs. The Community Health Worker reports to the Manager, Urban Health Programs.

#### **Job Specific Responsibilities:**

- Identify community health issues, develop and implement community-based programs and initiatives that are responsive to needs and are evidence informed
- Support community development by actively participating in community-based networks, building effective partnerships, engaging community leaders and supporting leadership development
- Be familiar with and develop connection with Unison programs and services, as well as other service and health agencies in the communities to support effective, timely referral for clients requiring health and social supports

- Be an advocate to support initiatives that eliminate barriers to access services and promote social determinants of health
- Document and share client stories (both challenge and success) to improve client experience and care
- Monitor, evaluate and report on program progress and outcomes.

### **Organizational Responsibilities:**

- Participate in team meetings, initiatives, and events
- Develop work goals in conjunction with supervisor, identifying action plans, learning objectives and professional development needs
- Participate in performance appraisal process including self-evaluation component
- Adhere to all policies and procedures of the organization
- Submit encounter data and/or statistics, administrative forms, and reports in a timely fashion
- Participate on external committees as relevant to job position
- Maintain and develop competence through appropriate continuing education methods
- Identify, report, and debrief on client safety incidents, good catches and occupational health and safety incidents/near misses
- Other duties as required.

### **Job-Specific Qualifications:**

- Undergraduate degree in Social Sciences or equivalent experience
- 3-5 years experience in a community-based setting
- Experience serving Unison's priority populations (seniors with complex needs, people with mental health and substance use challenges, LGBTTTQ2+, and youth facing barriers)
- Demonstrated knowledge of, and sensitivity to the impact of social, economic, environmental and cultural issues on diverse communities
- An understanding of local neighbourhoods, issues and priorities are an asset
- Experience working with local service providers, networks and community groups
- Knowledge of issues affecting communities facing barriers to access in an urban environment including:

- a) Community/social issues
  - b) Community development
  - c) Advocacy
  - d) Discrimination
  - e) Determinants of health
  - f) Chronic disease prevention
  - g) The various resources available to community
- Excellent interpersonal, communication and organizational skills, including computer literacy
  - Excellent communication skills, both written and verbal, with individuals and groups
  - Knowledge of a second (or more) language and culture is an asset
  - Availability to work flexible hours including some evenings and weekends.

**Interested candidates are asked to submit a résumé with covering letter by 4:00 pm on Friday, November 5, 2021 to:**

Hiring Committee – Community Health Worker  
Unison Health and Community Services  
Toronto, ON  
[hirings@unisonhcs.org](mailto:hirings@unisonhcs.org)

**Please cite UN\_2021\_043 in the subject line of the email**

**Please be advised that our organization requires all staff, students, and volunteers to be fully vaccinated. Proof of vaccination can be obtained from the Ministry site.**

We welcome applications from people who are reflective of the diverse communities we serve, including those who might need accommodation.

Where needed, accommodations for applicants with disabilities will be provided, on request, to support their participation in all aspects of the recruitment process.

While we thank all applicants for their interest, only those selected for interview will be contacted.