



Scarborough Centre for Healthy Communities (SCHC) is dedicated to meeting the diverse, holistic health needs of the people of Scarborough by addressing the physical, mental, social, financial and environmental aspects of their health. Through the promotion of healthy lifestyles and delivery of a comprehensive range of culturally competent health and social services, we cultivate vital and connected communities.

We are currently looking to hire a:

Manager – Community Health Teams
(One full-time position)

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) and partner agencies to provide comprehensive, coordinated services within our community encompassing the specialized areas of 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:

- Current registration and good standing with the College of Nurses of Ontario
- Bachelors of Science in Nursing
- Master Degree in a health related discipline is preferred
- Registration with RNAO

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

- Ability to transport including lifting/carrying/pulling program supplies and equipment between multiple sites
- 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:

By email: hr@schcontario.ca

Note: Please quote Manager – Community Health Teams in the subject line.

Deadline: *Until filled.*

All applications must be received by this date for consideration.

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

Scarborough Centre for Healthy Communities is strongly committed to diversity within its community and inclusive workforce that reflects the communities that we serve. SCHC encourages applications from visible minority group members, women, aboriginal persons, persons with disabilities and members of sexual minority groups.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), SCHC will provide accommodation in all parts of the hiring process as required, upon request from applicants.

For more information about our programs and services, please visit our website at www.schcontario.ca.