



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:

**Health Promotion Specialist (3 positions)  
(Health Promotion)  
Permanent Full Time (35 hours/week)**

**Reporting To:** Manager, Community Health Teams

**Purpose:**

The Health Promotion Specialist's main goal is to improve the health of individuals, populations and communities. The job role goes far beyond working with individuals to better their health; the Health Promotion Specialist is also integral to the strategy work behind health policy development.

The Health Promotion Specialist applies their expertise in determinants of health, health promotion and community development to support programming under the Ontario Public Health Standards (2008) and the relevant legislation such as the Health Protection and Promotion Act.

The Health Promotion Specialist identifies program priorities by reviewing existing epidemiological, behavioural and socio-demographic data, and thorough assessments of community assets and needs.

Essentially, Health Promotion Specialist works with organizations and communities, such as neighbourhoods, schools and hospitals, to make them aware of their roles in promoting health. This might involve developing partnerships with influential people, organisations and communities to further public health. As part of this, Health Promotion Specialist might look at ways of improving health information and the way that it is conveyed, distributed and accessed.

**Key Areas of Responsibility:**

- Participate in identifying priorities for targeted health promotion initiatives by reviewing existing epidemiological, behavioural and socio-demographic data related to health promotion and by conducting needs assessments.
- Promotes the implementation of municipal, provincial and federal legislation and strategies.
- Develop and implement health promotion initiatives related to the COVID-19 pandemic including post pandemic health programs supported by best practices and directions from public authorities.
- Research, monitor and interpret data relevant to health promotion initiatives and remain current with the literature and critically appraise research to assist with priority setting, targeting and determination of community-wide strategies.

- Keep abreast of innovative and effective health promotion strategies reported in the literature and in networking with peers and experts in the field.
- Promote development, implementation and evaluation of community-based initiatives, based on defined priorities and targeted at specific population groups.
- Collaborate with internal and external partners on the development, implementation and evaluation of integrated health promotion initiatives and make recommendations to the Manager based on system data, evaluation results and other factors.
- Prepare work plans, verbal and written progress reports as requested by Manager.
- Prepare funding proposals as needed/required.
- Represent the SCHC on relevant committees.
- Develop and evaluate health education resources for broad community distribution and target groups.
- Provide leadership for coalitions with community partners/ organizations.
- Provide leadership for and/or participate in research projects as approved.
- Maintain confidentiality of personal health information and other records, as required
- Perform other duties as assigned which are directly related to the major responsibilities of the job.

**Essential Qualifications (Knowledge, Experience):**

- Master's Degree in Health Promotion required
- 3 – 5 years experience in health promotion, health communication, community mobilization, and policy development and analysis.

**Essential Competencies (Skills and Attributes):**

- Ability to work cooperatively as part of a multi-disciplinary team and foster relationships with stakeholders.
- Excellent written and verbal communication skills, including demonstrated ability to write reports and provide presentations.
- Knowledge of and ability to apply the determinants of health and access and equity principles.
- Excellent facilitation, team building and conflict management skills as they apply to multidisciplinary teams.
- Demonstrated ability in identifying priorities for targeted health promotion initiatives by reviewing epidemiological, behavioural and socio-demographic data.
- Experience in project management would be an asset.
- Experience working with the children and youth population an asset.
- Thorough knowledge of analytical research methodologies and computerized analytical techniques
- Must keep up-to-date on innovative and effective health promotion strategies reported in the literature and in networking with peers and experts in the field.
- Demonstrated ability to work independently as well as in a team.
- Oral and/or written fluency in other languages would be considered an asset
- Proficiency in the use of computers and various software applications including EHR applications
- Demonstrated problem solving and critical thinking
- Demonstrated time management and ability to work autonomously
- Excellence in communication, partnership building and inter professional care commitment
- Demonstrated commitment to continuous learning and professional development

**Significant Working Conditions:**

- Ability to travel across Scarborough to a variety of care settings
- Ability to work flexible hours
- Valid driver's license

– Car required

**Remuneration:** \$27.68 – \$33.93

**Band:** E

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

**Deadline:** Candidates are invited to apply no later than by **June 3<sup>rd</sup>, 2022 at 5:00 pm.**  
By email: [hr@schcontario.ca](mailto:hr@schcontario.ca)

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

**Note: Please quote HP - Specialist in the subject line.**

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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+. Please note that all qualified candidates, eligible to be employed in Canada, are encouraged to apply.

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 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.

For more information about our programs and services, please visit our website at [www.schcontario.ca](http://www.schcontario.ca)