



Internal/External Posting

Health Promoter (French Language Services)

Permanent Position: 21 hours per week

Location: East Mississauga Community Health Centre

Salary: \$54,262.00 per year to \$64,838.00 per year (pro-rated)

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment.

Job Summary

The East Mississauga Community Health Centre (a branch of LAMP CHC) in partnership with the Credit Valley Family Health Team is seeking a French Language Services (FLS) Health Promoter. The primary role of the FLS Health Promoter is to implement evidence-based health promotion interventions within Francophone communities in the south and central Mississauga. This position is committed to working towards addressing the social determinants of health in a client-centered, equity driven manner. The FLS Health Promoter will play a key role in improving access to and sustainability of programs and services for Francophone communities in addition to advocating for the needs of this community. Beyond providing linkages to existing programs & services, this position will implement health promotion programs targeting mental health, chronic illness management/prevention, social inclusion and community engagement, and individual and community capacity building. The overall goal of this position is to assist clients to move easily through the healthcare system in a culturally & linguistically relevant manner and connect community members to resources that are culturally relevant and accessible. Fifty percent (50%) of this position will be allocated to implementing & delivering programs and services to the Francophone community; this includes developing and maintaining relationships with Francophone health service providers within the Peel community as well as across MH-LHIN.

Primary Responsibilities

- Facilitate/mediate/advocate for the good health of diverse Francophone communities within MH-LHIN boundaries (including immigrant and refugees, seniors, racialized individuals, LGBTQ+ individuals, people living in poverty etc.)
- Assess and monitor shifting population health needs/trends and changing demographics to plan programs and services that address needs.
- Apply the Francophone navigator model for health care navigation within their role.

- Lead health promotion program strategic planning, implementation of best practices, and program modifications or the development of new activities/initiatives based on participant program evaluations, and identified trends or gaps in needed services.
- Adopt multiple outreach strategies to appropriately engage Francophone communities.
- Engage with relevant stakeholders and community partners to strengthen collaborative efforts.
- Provide support to EMCHC and Credit Valley FHT Francophone clients and facilitate access and coordination of services both within and beyond the agencies.
- Monitor intakes, referrals and enter data concerning services provided in EMR or HIS systems.
- Develop a work plan with key targets and timelines to address health issues, cultural needs and networking with Francophone and other high risk communities.
- Participate in and promote on-going professional learning opportunities to support the provision of culturally relevant services to Francophones and other equity seeking populations.
- Work with partners to develop a Francophone navigator model in other areas of MH-LHIN.
- Monitor budgets and resources appropriately and report on initiative deliverables.
- Facilitate opportunities for advocacy/community action for EMCHC staff, students, volunteers, as well as advisory committee members that focus on addressing the Social Determinants of Health and Health Equity.

Required Qualifications

- Degree in Health Promotion, Community Development, Social/Health Science, Health Management, Urban Health, etc. and/or equivalent experience.
- Five to ten years of relevant experience implementing/evaluating health promotion activities in a community based setting; anti-oppression, equity, human rights; and event organizing/community relations.
- Fluency in French (written & spoken) and competency in English.
- Experience working with and extensive knowledge of Francophone community - language culture, customs and traditions; preference to individuals that identify as Francophone.
- Knowledge of community-based health care model with particular knowledge of Francophone services available locally, regionally and provincially.
- Strong understanding of Social Determinants of Health and barriers to accessing health services experience working with clientele who face multiple barriers to service.
- Understanding of health promotion core competencies and Adult Education Principles;
- Exceptional communication skills, including writing (e.g. reports, press releases, newsletters, etc.) and oral presentation skills (including in front of large audiences).
- Highly developed skills in team work, collaboration, facilitation, problem solving, and ability to work independently and within an interdisciplinary team.
- Ability to work with diverse communities with respect, sensitivity, creativity, innovation, cultural understanding and non-judgement.
- Understand and practice principles of anti-oppressions/Anti-racism (AOAR), equity, diversity and inclusion.
- Knowledge of the Expanded Chronic Disease Model (Ontario)
http://www.health.gov.on.ca/en/pro/programs/cdpm/pdf/framework_full.pdf
- Demonstrated ability to work effectively with minimum supervision, as part of a virtual team, and across the continuum with community partners.
- Possession of a valid driver's license and access to a vehicle.

Proficiency in the Following Computer Skills

- Solid working knowledge and ability to navigate a PC windows environment, including shared drives.
- Strong skills and experience using Microsoft applications (Word, Outlook, Excel, PowerPoint & Publisher) and EMR Software.
- Advanced skills and ability to easily navigate the internet/intranet environment on both computers and mobile devices; including strong skills and experience using social media, (ex. Facebook, Twitter, HootSuite) using web-based applications, (ex. Google applications, Prezi, Scribd, Issuu) and managing online communities (ex. WordPress, listservs, blogs).
- Some familiarity with design software (ex. Adobe Photoshop & Adobe InDesign).
- Ability to learn new software quickly and willingness to continuously develop technology skills.

Working Conditions

- Must be able to work well under pressure in a fast paced, multi-faceted environment of multiple portfolios that become stressful seasonally.
- Ability to work flexible work hours.
- This position requires regular evening and weekend commitments, with some work to be done outdoors occasionally.
- Travel to multiple locations, more commonly within Peel, but occasionally outside Peel.
- There is an expectation for all employees to participate in two events per year for the agency; these events may be during the evening or on a weekend.

Physical Requirements

- Occasional data entry, with short periods of time sitting stationary in front of a monitor while keyboarding.
- Ability to balance all job requirements in a busy atmosphere, including responding promptly to all communication.
- Occasional standing for extended periods of time and some occasional lifting may be required.
- Sitting for extended periods of time both indoors and outdoors (e.g. at an office desk; in the community at an outreach event).
- Demonstrates good and safe work habits, and maintains a clean working environment.
- Ensures that staff and clients are compliant with LAMP's Health & Safety regulations and LAMP's policies and procedures, including the immediate reporting of any breaches of Health & Safety or Environmental incidents, accidents or concerns to their respective manager/supervisor and/or the Director, Human Resources and Operations.

As part of our mandate for inclusivity, reasonable accommodations can be made for all incumbents to perform the described physical functions of the aforementioned job.

LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups.

Please send your resume with a cover letter to **Human Resources:**

Email Address	recruiting@lampchc.org
Subject	Job Opening for Health Promoter (French Language Services)
Internal Deadline	5:00 pm on Wednesday January 24, 2018
External Deadline	5:00 pm on Wednesday January 31, 2018

*We thank all applicants for their interest. However, only those selected for interviews will be contacted.
No phone calls please.*