



Internal & External Posting

Health Promoter, Community Programs Health Promotion

Permanent Full-time Position: 35 hours per week

Expected Start Date: December 5, 2022

Salary Range: \$62,967 to \$74,300 per year

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

- Under the general supervision of the Director, Community Programs and working within program objectives and organizational goals, the Health Promoter provides leadership in the planning, implementation and evaluation of the full continuum of health promotion strategies and activities aimed at enhancing individual and community capacity.
- The incumbent will ensure that all organizational policies are followed.

Primary Responsibilities

- Assess community needs.
 - Assesses gaps in community related to social determinants of health.
 - Implement assessment tools such as focus groups, survey and participatory action research.
 - Research demographic information and supports responsive community development work, including the setting of organizational priority populations.
- Engages and mobilizes residents to advocate for change in priority areas which can include: affordable housing, poverty and food security.
 - Facilitate process to identify community defined issue.
 - Assist in developing analysis of problems and mechanisms to facilitate change.
 - Fosters an empowerment model within groups.
 - Supports to carry out group work plan and initiatives.
 - Seeks funding and resources.
 - Develop and implement outreach strategy.
- Advocates to raise awareness, influence and change public policy and practice.
 - Liaison and provide support to residents and education on political processes.
 - Research, analyze and disseminate information on public policy and public dialogue.
- Monitors, evaluates and updates community organizing practices, initiatives and evaluation practices.
 - Ensures mechanism for evaluation and review of activities and process.
 - Keeps updated on current community development.
 - Integrates "lessons learned" in future activities.

- Leads and support partnerships, coalitions and the HP team in order to improve broad based co-ordination, integration and capacity of health promotion resources and services within the organization and the community.
 - Leads South Etobicoke Lakeshore Interagency Meetings.
 - Partners and collaborates with wide variety of stakeholders.
 - Participates on South and Central Etobicoke Committees, as needed.
 - Initiates and develops new partnerships.
- Writes grant proposals / funders' reports.
- Fulfils agency requirements; reports.
- Contributes to the development of the organization through assigned committee work.
- Initiates and co-ordinates outreach strategies.
- Creates flyers, promotional material, as needed.

Required Qualifications

- Post graduate education in Social Work, Adult Education or related field with minimum of three years' experience in the area of community development, advocacy, and public policy.
- Excellent knowledge base of social justice policies and practices related to poverty, housing and equity issues.
- Excellent interpersonal skills such as listening, empathy, problem solving & adaptability necessary to work effectively across all levels of the organization's diverse workforce.
- Excellent communication skills, both verbal and written, with the ability to clearly convey information and ideas.
- Strong leadership promoting community and individual capacities, and the ability to work with diverse individuals and groups on broad issues.
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team oriented atmosphere.
- Excellent organizational and coordination skills with the ability to manage multiple priorities.
- Open minded, eager and willing to constantly learn and improve oneself.
- Knowledge of LAMP Community Health Centre, the South Etobicoke community, and/or a second language that is reflective of the community being served are all preferable assets.

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).
- Strong skills and ability to easily navigate the internet/intranet environment.
- Ability to learn new software quickly and willingness to continuously develop technology skills.

Working Conditions

- Some evenings work and occasional outdoor work required.
- Ability to effectively understand the appreciation of guiding fundamentals at LAMP, i.e. Health Promotion, Anti-Oppression; Harm Reduction and the principles of community-based practice. **“Walk the talk.”**
- 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

- Frequent data entry, with extended 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.
- 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 & 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, Community Programs
Internal Deadline	5:00 p.m. on Wednesday, November 16, 2022
External Deadline	5:00 p.m. on Wednesday, November 23, 2022

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