



External Posting

Family Physician, Primary Health Care Gender Affirming Care Focus

Permanent Position: 21-35 hours per week

Position Expected Start Date: ASAP

Remuneration to be discussed

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 Family Physician works with an interdisciplinary team to provide comprehensive primary health care to clients and their families. In this role, the Physician considers the social determinants of health within a model of care which emphasizes health promotion and prevention through client education. The organization's priority is to advance community health by using an equity lens and provide services through an anti-racism, anti-oppression framework.

The incumbent will ensure that all organizational policies and procedures are followed.

Primary Responsibilities

Client Care

- Provide ongoing client-centred comprehensive primary medical care to individuals of all ages including assessments, diagnosis, counselling, screening, referral, education, treatment and follow-up.
- Provide primary and speciality care to 2SLGBTQ+ populations, specifically related to gender affirming care (GAC) needs.
- Offer primary care to the general community with an emphasis on LAMP's priority populations.
- Participate in the rotation for on call among physicians, providing advice to patients (in-person, via phone or other virtual platforms), and dealing with urgent lab results.
- Collaborate with other health care professionals and health promotion services as necessary, and consult as required with Nurse Practitioners to enable them to work within their full scope of practice.
- Ensure complete and up to date documentation of medical records including various performance indicators in accordance with LAMP's funder agreements (e.g. cancer screening, immunization, etc.).
- Answer client enquiries, provide education in a culturally safe manner which can be understood by the client and when applicable, their families and access translation services as needed.

- Participate in program clinics as required.

Education & Professional Development

- Actively participate in (developing) a community of practice related to gender affirming care (GAC).
- Participate in the supervision and education of medical students/residents is considered an asset.
- Continue to improve professional knowledge, develop skills and remain up to date concerning current trends, especially related to LAMP's priority populations.

Administrative & Organizational Responsibilities

- Initiate, participate in, or lead program development, delivery and evaluation in collaboration with other clinical and health promotion staff.
- Attend and contribute to organizational events and meetings as required.
- Initiate or participate in the development of clinical policies, procedures and protocols, including medical directives.
- Participate in quality assurance initiatives, including but not limited to chart audits and peer reviews.

Required Qualifications

- A member in good standing with the College of Physicians and Surgeons of Ontario.
- Certification from the College of Family Physicians of Canada.
- A minimum of three years' experience in a primary care setting, and/or community-based experience preferred.
- Demonstrated experience in working with 2SLGBTQ+ populations, including providing (or commitment to) gender affirming care (GAC)
- Ability to provide coverage for one evening is required.
- Demonstrated ability to work effectively in an interdisciplinary team environment.
- Excellent interpersonal skills necessary to work effectively with our diverse clientele and across all levels of the organization's workforce.
- Excellent communication skills, both verbal and written, with the ability to clearly convey information and ideas in a respectful manner.
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team oriented atmosphere.
- Demonstrated commitment to and knowledge of the principles of primary health care, community-based health care, harm reduction practices, the social determinants of health and health promotion principles and values.
- Knowledge of immigration and health policies, and the Ontario health system.
- Open minded, eager and willing to constantly learn and improve oneself.
- A valid drivers' license is an asset.
- Knowledge of LAMP's local communities, priority populations 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).
- Strong skills and ability to easily navigate the internet/intranet environment.
- Experience and accuracy using database applications (i.e. Electronic Health Records – Telus Practice Solutions, Ocean, funder databases, etc.)
- Ability to learn new software quickly and willingness to continuously develop technology skills.

Working Conditions

- Engaging environment of busy team of doctors, nurse practitioners, nurses, administrative colleagues and health promotion team.
- Paperless work operation with internal and external electronic communication.
- Flexible hours of work, within the centre hours of operation, to support accessible program service delivery. As such, the position may entail some evening and weekend work.
- May require community visits to various home situations.
- 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.

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.
- Frequent 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, compliant with LAMP's Health & Safety regulations and LAMP's policies and procedures.

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 Family Physician, Gender Affirming Care Focus
External Deadline		5:00 pm on Friday, September 8, 2023

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