



Internal/External Posting

Manager, Advancing Health Equity & Population Health, Black Health and Social Service Hub

Permeant Full Time Position: 35 hours per week

Expected Start Date: June 2024

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 overall 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 manage their health and environment.

Job Summary

LAMP Community Health Centre (LAMP) is partnering with Roots Community Services (RootsCS) and the Canadian Mental Health Association Peel Dufferin (CMHA Peel Dufferin) to design, develop and implement an integrated health and social services HUB with and for the Black, African and Caribbean (BAC) communities in Peel Region. The HUB will provide primary health, mental health, addictions and social services programs that will holistically address the physical, mental, social and cultural needs of BAC communities, and seek to eliminate disparities and inequities.

Reporting to the Director, Clinical Health Services (BHSS HUB), the Manager, Advancing Health Equity & Population Health will be responsible for supporting the development and implementation of an integrated population health & health equity strategy to guide activities including data collection and utilization, research, service planning and design, education, and policy aimed at the improvement of population health outcomes for Black, African, Caribbean, and other identified priority populations. The ideal candidate will be a passionate advocate of health equity and population health, social and disability justice, queer and trans-positive inclusion, with a strong understanding of the root causes of inequities and the social determinants of health and capacity to educate others. This position will manage our work as partners to identify opportunities internally, with key systems partners and the community to disrupt structural inequities.

This position facilitates anti-oppressive practices promoting/creating safer spaces, inclusive communities/services, and collaborative processes with stakeholders.

Primary Responsibilities

- Leading all strategic and operational work related to advancing health equity and population health within the collaborative and with partner organizations
- Defining and overseeing the scope, deliverables, and timelines of population health and health

equity projects and interventions, identifying and managing risks and issues in collaboration with HUB partners

- Develop an integrated population health & health equity strategy and an annual work-plan.
- Develop Community Development/Engagement/Advocacy plan for the BHSS HUB with the Health promotion team.
- Contribute to the development of quality improvement plans
- Develop policies and materials to support knowledge mobilization and stakeholder education related to health equity and population health
- Establish and maintain strategic and operational relationships with health system, research, academic and community partners across the broader health and social service environments to examine and reshape practices, power and influence for more equitable population health outcomes.
- Collaborate with, leverage the skills of, influence and motivate partners and stakeholders across the region, by providing education and change management strategies as needed.
- Develop/ participate in a permanent health equity collaborative with institutions that collects, coordinates and analyses demographic data on population health for Peel/ Mississauga/Caledon
- Participate at Ontario Health Team (OHT), regional, and provincial equity workgroup meetings with different stakeholders to build relationships, share best and promising practices, health equity tactics, and provide quality resources or services that support our service delivery teams
- Facilitate opportunities for advocacy/community action for staff, students, volunteers, as well as advisory committee members that focus on addressing the Social Determinants of Health and Health Equity.
- Prepare regular reports for funders/partners, where appropriate.
- Recruit, hire, supervise, train, and support various project teams, including research, practicum placements
- Perform other duties as assigned.

Required Qualifications

- Thorough understanding, sensitivity, and appreciation for equity, cultural humility and inclusiveness
- Graduate degree in Public Health, Social/Health Science and/or equivalent combination of education and relevant professional experience
- Three (3) years of relevant professional and leadership experience (preferably in equity advocacy or systems change efforts) including experience working in or with BAC communities or other underserved communities
- Highly developed knowledge, analysis and experience in the areas of anti-racism, anti-oppression, social justice, social determinants of health, disability justice, queer and trans-positive inclusion, anti-poverty work
- Demonstrated exceptional communication skills, both verbal and written with excellent capacity for making oral presentations to varied audiences
- Proven experience in the areas of resource development, fund-raising, proposal writing, research, etc.

- Knowledge of Peel Region, critical issues and resources related to anti-oppression and social determinants of health in the geography.
- Highly developed skills of team work, collaboration, facilitation, problem solving, and ability to work independently and within an interdisciplinary team.
- Ability to effectively manage multiple demands in a high paced environment;
- Exceptional planning, project management, research, organizational skills, and evaluation skills.
- Knowledge of public policy as it pertains to the determinants of health
- Ability to manoeuvre a variety of settings, including community-based, governmental, institutional, multi- sector, etc.
- Experience with coordinating and supporting networks and coalitions.
- Experience with managing program budgets
- Familiarity with the Community Health Centre Model of Health and Wellbeing is an asset
- Valid driver's license would be an asset.

Proficiency in the Following Computer Skills

- Solid knowledge and ability to navigate a PC windows environment, including shared drives.
- Expert level skills and experience using Microsoft applications (Word, Outlook, Excel, PowerPoint & Publisher).
- 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, (e.g., Google applications, Prezi, Scribd, issu) and managing online communities (ex. WordPress, listservs, blogs)
- Some familiarity with design software (e.g., 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.
- 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.
- 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.

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 Manager, Advancing Health Equity &Population Health
Internal Deadline	5:00 pm on Wednesday, May 29, 2024
External Deadline	5:00 pm on Wednesday, June 5, 2024

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