

Internal/External Posting



Manager, Primary Health Care, Black Health & Social Service Hub (BHSS Hub)

Permanent Full Time Position: 35 hours per week

Expected Start Date: August 20, 2025

Salary Range: \$75,691.18 to \$ 89,800.05 per year (\$41.58 to \$49.34 per hour)

Organization Background

The Black Health and Social Services (BHSS Hub) is an Afrocentric, culturally-affirming hub offering primary health care, social services and mental health and addictions support to Black, African and Caribbean (BAC) communities in Peel Region.

Roots Community Services, LAMP Community Health Centre and the Canadian Mental Health Association (CMHA) Peel Dufferin are partnering to offer this initiative which was being designed with the holistic health of the individual as the primary focus. This ensures that services are easily accessible and closer to home for Black, African and Caribbean (BAC) communities in Peel.

Our organizations are grounded in principles of health equity, and we are committed to delivering services and programs through an anti-racism, anti-oppression lens. We strive to create a healthier community by putting people first and addressing systemic barriers to care.

Job Summary

At the heart of our work is an interdisciplinary approach that delivers holistic, community-based care – with a strong focus on individuals who experience barriers to accessing health services. Our team is deeply committed to inclusivity and works within the social determinants of health framework, emphasizing prevention, health promotion, and client education.

Reporting to the Director, Clinical Health Services (BHSS Hub), the Manager for Primary Health Care is responsible for the delivery of high-quality, efficient health services and effective leadership of the clinical team to support the objectives of LAMP Community Health Centre and the Black Health and Social Services Hub. The role includes overseeing resource management, fostering staff engagement, and guiding the development, implementation and evaluation of primary health care programming within the integrated teams at the BHSS Hub.

The ideal candidate will be a strong advocate for health equity and population health, with deep knowledge of health issues affecting Black, African and Caribbean communities. This position plays a key role in identifying and addressing structural inequities through internal collaboration and external partnerships. The Manager promotes anti-oppressive practices, inclusive service delivery, and stakeholder engagement ensuring alignment with funder accountability and LAMP's mission, values and strategic goals.

Primary Responsibilities

- Lead the planning, coordination and evaluation of primary health care services to ensure alignment with the strategic priorities, evidence-based practices, client needs and LAMP's guiding principles (health promotion, equity, anti-oppression, harm reduction and community-based practice).
- Oversee quality improvement initiatives by utilizing data, service outcomes and EMR optimization to inform change, monitor performance and enhance client outcomes through frameworks like social prescribing.
- Support operational effectiveness by implementing policies, managing risk, supporting intake and waitlist processes and collaboration with internal and external stakeholders to advance integrated care and strategic projects.
- Provide leadership to interdisciplinary teams, including clinical staff, administrative support, students and volunteers while fostering engagement, collaboration and high performance.

- Manage staff performance and development through coaching, accountability planning and implementation of initiatives that build team capacity and ensure effective, safe and coordinated service delivery.
- Monitor budgets, resources, and reporting requirements to ensure financial accountability and compliance with funder organizational and board expectations including contributing to annual operating and quality improvement plans.

Required Qualifications

- University degree in Health Sciences, Health Management, or equivalent education and work experience (Master's strongly preferred); Regulated Health Professional designation is an asset.
- Minimum five (5) years of progressive management experience in a health care setting, ideally within primary care, community health or interdisciplinary team environment.
- Proficiency in data-driven decision making, through leadership in planning, evaluation, managing budgets, quality monitoring, reports and funder/senior leadership accountability requirements and initiatives.
- In-depth knowledge and applied experience in anti-racism, anti-oppression, health equity, and social determinants of health, particularly as they impact Black, African and Caribbean communities in Peel Region.
- Proven ability to build and lead interdisciplinary teams, resolve conflict, manage risk and work collaboratively with a variety of stakeholders; exceptional communication and emotional intelligence skills.
- Strong computer literacy, including proficiency with Microsoft Office and EMR systems; thorough understanding of applicable health legislation and regulations (e.g. RHPA, OH&S Act, PHIPA)

What We Offer

For qualifying full-time and part-time employees and pro-rated to full time equivalent:

Comprehensive Health & Wellness Coverage

- Extended health and dental: coverage for prescription drugs, vision, health practitioners and more
- Group life insurance
- Employee Assistance Program (EAP): free, confidential support
- Healthcare discounts via Altum Health for services like massage therapy and physiotherapy
- Free access to Calm (meditation, sleep stories, self-care tools) and access to employee engagement platform Motivosity
- 4 weeks of vacation to start plus paid sick days
- 11 paid statutory and organizational holidays
- Pension: membership in the Healthcare of Ontario Pension Plan (HOOPP)

Growth, Purpose & Community Impact

- Paid orientation, ongoing training, and professional development opportunities
- On-site and e-learning, plus access to course fee support
- Opportunities to serve diverse communities through inclusive, client-centered care
- Collaborative work environment focused on innovation and continuous improvement
- Active involvement in internal/external committees and community partnerships
- A workplace committed to equity, diversity, and removing barriers to accessibility

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. Requests for accommodation due to disability can be made at any stage in the recruitment process.

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

Email Address | **recruiting@lampchc.org**

Subject | **Job Opening for Manager, PHC, BHSS Hub**

External Deadline | **5:00 pm on Friday, July 25, 2025**

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