

Internal/External Posting



Family Physician, Primary Health Care

2 Part-time Temporary Positions: 24.5 hrs each

1 Part-time Permanent Position: 17.5 hrs

Contract Start Date: September 2025

Contract Period: various

Sites: Lakeshore / East Mississauga

Salary Range: \$138.97 - \$160.64 per hour

Welcome to applications for part-time, locum or full-time temporary coverage

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.

Our organization is 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.

As a Family Physician, you will report to the Senior Director of Clinical Services, and collaborate closely with a dedicated interdisciplinary team to deliver comprehensive primary care to clients and their families. This role actively integrates an understanding of clients' social contexts to support meaningful, client-centered care. We have established client panels and work in a salaried, integrated team-based model.

Primary Responsibilities

- **Direct Primary Care:** Deliver accessible, comprehensive care emphasizing health promotion, illness prevention, and care continuity.
- **Team Collaboration:** Support primary care indirectly by consulting with Nurse Practitioners and other staff, contributing to clinical protocol development, and collaborating with health promotion team members on clinic programming and planning when appropriate.
- **Quality Improvement & Program Development:** Engage in quality initiatives, and collaborate on program planning, delivery, and evaluation with leadership and interdisciplinary staff.
- **Medical Education & Knowledge Sharing:** Serve as a preceptor for students and residents when applicable, and contribute to a culture of learning across disciplines.
- **Clinical Leadership:** Provide leadership in the organization and operations of medical services, supporting excellence in care delivery. Employ evidence-based practice integrating research with clinical expertise and client values to aid organizational approaches to providing optimal care.
- **Professional Growth & Community Engagement:** Actively participate in communities of practice (e.g., gender-affirming care), stay current with clinical trends, and maintain ongoing professional development—especially as it relates to priority populations and equity-driven initiatives.

Required Qualifications

- Licensed and in good standing with the **College of Physicians and Surgeons of Ontario (CPSO)** and **College of Family Physicians of Canada (CFPC)**
- Minimum **3 years' experience in primary care** or community-based health settings (preferred)
- Experience working with **2SLGBTQ+ populations**, including providing or a demonstrated commitment to **Gender Affirming Care (GAC)**
- Proven ability to work effectively in **interdisciplinary team environments**
- Strong interpersonal skills with the ability to support **marginalized populations** facing complex health and social challenges, including those impacted by discrimination
- Excellent communication skills, including the ability to communicate information and ideas to support understanding with **diverse demographics**, newcomers, and individuals with language barriers
- Demonstrated commitment and understanding of **primary health care, harm reduction, health promotion**, Anti-Oppression; Harm Reduction, community-based practice, and the **social determinants of health**.
- Familiarity with **Ontario's health system**, and knowledge of **immigration and health policy**
- A **valid driver's license** is considered an asset
- Knowledge of **local communities, priority populations**, or fluency in a **second language** reflective of the community served is an asset

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 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 Family Physician, PHC
External Deadline	Open until position is filled

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