



## Internal & External Posting

### Black EarlyON Program Worker Children's Programs

**Temporary Full Time Position:** 35 hours per week (Tuesday – Saturday)

**Relief Position also available:** 4 Hours (Saturday)

**Contract Period:** January 2026 - December 31,2026

**Salary:** \$26.78 to \$32.14 per hour)

**Prioritize candidates who have lived experience as a person of African descent**

*This is an existing opening. No AI will be used to screen, assess or select candidates.*

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 supervision of the Manager, Children's Programs and working within the overall objectives of the program, the Black EarlyON Program Worker supports the healthy development of Black families in Etobicoke through evidence-based programming that addresses the determinants of health and uses family support principals and practice.

The incumbent will ensure that all organizational policies are followed

#### Primary Responsibilities

- Build positive relationships with Black families and a welcoming, non-judgmental, safe, and healthy program environment.
- Plan and implement culturally safe strategies to involve Black parents and caregivers in play-based learning activities that empower and instill a sense of belonging activities in all areas of child development for children 0 to 6.
- Support the development of a program curriculum for Black parents and caregivers.
- Liaison with the other Etobicoke EarlyONs to deliver mobile programs.
- Outreach to identify programming needs of Black families and utilize findings to develop culturally relevant programs for Black families with children 0-6 years.

- Promote the development of social support networks among parents, caregivers and children.
- Help the families understand healthy child development and provide information on a variety of parenting topics, making appropriate referrals as required.
- Maintain set up and organization of room including daily sanitization of toys and equipment.
- Participate in program evaluation and maintain records, statistics and record of daily events for internal purposes.
- Take on assigned other tasks

### Required Qualifications

- Early Childhood Education Degree or Diploma; Registered and member in good standing with the College of ECE
- One to three years' experience working with families and children 0 - 6
- Lived experience as a person of African descent
- Experience working within the Black/African community in Canada
- Ability to plan and implement program activities for families of children 0 - 6, incorporating emerging and current best practice in the field.
- Understanding of child development, family support principles, health promotion principles.
- Ability to be empathetic and build positive relationships with families.
- Excellent interpersonal skills 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.
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team oriented atmosphere.
- Demonstrated ability to be empathetic and commitment to self-development.
- Understands Anti-Oppression, Harm Reduction; LGBT foundational principles.
- Current First Aid and CPR certification is a requirement and must be kept current.
- Valid driver's license.
- Open minded, eager and willing to constantly learn and improve oneself.
- Knowledge of LAMP Community Health Centre, the Etobicoke community, and/or a second language that is reflective of the community being served are all preferable assets.

### 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 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](mailto:recruiting@lampchc.org)  
**Subject** | **Job Opening for: Black EarlyON Program Worker, Children's Programs**  
**Internal Deadline** | **Open until: 5:00 pm on Friday December 5, 2025**  
**External Deadline** | **Open until Filled**

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