

# Internal/External Posting



## Chiropodist Black Health and Social Services Hub

**Permanent Full Time Position: 35 hours per week**

**Expected Start Date: March 30, 2026**

**Salary: \$68,680.63 - \$81,039.25 per year (\$37.81 - \$44.61 per hour)**

**Sites: Various locations across the Peel Region**

**Number of Positions: 1**

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

### 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 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.

Under the supervision of the Primary Care Manager, the role of a **Chiropodist**, as a primary health care professional, is to improve mobility and to enhance independence of an individual by the prevention and management of disease, disorders, injuries and dysfunction of the foot and associated morbidity. This is achieved by providing advice on foot health, assessment of foot pathology, identification of treatment and other requirements, referral to other disciplines as appropriate, formulation of care plans, and provision of direct care as deemed appropriate and agreed to by the individual. The Chiropodist will ensure that all organizational policies of LAMP and standards of the College of Chiropodists of Ontario are followed.

### Primary Responsibilities

- Perform clinical duties utilizing the full scope of chiropodial practice in a tailored approach, that is, assessing patients for foot health and illness care, treating and preventing disease, dysfunctions, or disorders of the lower limb by therapeutic or palliative means (e.g. physical examinations, advanced wound care, injection of drugs, matrixectomy, patient education, monitoring of chronic illness, treatment of local soft tissue and dermatological disorders of the foot and ankle, and through developing regimes for laser, ultrasound, TENS, mobilisation, and injury-specific exercises, etc.).
- Respond appropriately to clinical situations/medical emergencies.
- Listening and choosing how to convey information and ideas concisely in ways that will be clearly understood.
- Ensuring communication with other health care providers regarding patient care, making referrals as needed for comprehensive care, being involved in outreach and committee work.
- Document patient visits thoroughly and accurately in the client record daily.

- Prescribe oral and topical medication for management of pain, inflammation and infection.
- Prescribe, cast, fabricate and assess appropriate functioning of orthoses and ankle foot orthotic devices and support access to custom made orthopedic shoes.
- Prescribe, measure, fit and advise regarding compression stockings.
- Promote healthy behaviours to encourage foot health and on-going increased mobility.
- Supervise chiropody students.
- Uses a systematic approach to planning and problem solving both people and thing problems.
- Adapts to and works effectively with various individuals in a variety of situations or adapt one's approach to accommodate changes in the situation. Understanding and appreciating different and opposing perspectives on an issue.
- Working effectively with patients to achieve common objectives. Taking action to create and sustain highly motivated patients to achieve common objectives.
- Order, dispense and collect reimbursement for clinical supplies and goods for sale.
- Ensure equipment is maintained and assist with updating capital inventory.
- Ensure clinical supplies are available when required.
- Monitor patient scheduling and waiting list.
- Bill and collect reimbursement for products sold, maintain financial records, and transfer funds.
- Know, understand and operate within budget.
- Carefully monitor expenses on a regular basis.
- Prepare reimbursement support documents for insurance and ODSP/OW.
- Other duties as assigned by Manager

### Organizational Responsibilities

- Demonstrate and uphold the organization's Vision, Mission, and Core Values.
- Follow all organizational policies, procedures, and relevant legislation.
- Maintain confidentiality and ensuring the secure handling of agency records.
- Contribute positively to teamwork, communication, and collaborative service delivery.
- Maintain a safe work environment and adhering to health and safety guidelines.
- Participate in supervision meetings and required trainings.
- Support Africentric values, principles, and approaches in interactions and service delivery where appropriate.

### Required Qualifications

- Certificate of Competency Current registration/license without limitations with the College of Chiropractors of Ontario.
- At least three years' experience, preferably in community-based care.
- Proficiency in the manufacturing of custom orthotic devices.
- 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.
- Demonstration of knowledge, understanding and practicing of infection control and prevention.
- Demonstrated commitment to, and knowledge of, the principles of primary health care, health promotion, and community-based health care delivery.
- Demonstrated ongoing continuing education in practice and knowledge areas.
- Cross cultural experience and a second language an asset.
- Strong MS Word skills as well as basic skills using Outlook, Excel and PowerPoint.
- Knowledge of and experience using Electronic Health Records (EHR) databases
- Knowledge of, and experience working with African, Caribbean and Black communities in Peel, and/or a second language that is reflective of the community being served are all preferable assets.
- 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

## What We Offer

### **For qualifying full-time employees:**

#### **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:**

<b>Email Address</b>	<b>recruiting@lampchc.org</b>
<b>Subject</b>	<b>Job Opening for Chiroprapist, BHSS Hub</b>
<b>Internal Deadline</b>	<b>5:00 pm on Monday, March 9, 2026</b>
<b>External Deadline</b>	<b>Open until filled</b>

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