

**Community Health Worker**  
**Permanent, Full-time (35 hours per week)**  
**\$53,001 - \$62,354 + Health Benefits + HOOPP**

*We offer a competitive benefits package: 3 weeks paid vacation; paid sick time; flexible work hours and no shift work; excellent extended health, dental and vision care benefits.*

*We are a proud participant of the Healthcare of Ontario Pension Plan (HOOPP), Canada's largest and most respected pension plan that provides a secure monthly income at retirement.*

## **BACKGROUND**

The Vaughan Community Health Centre (VCHC) is a not-for-profit, community-governed organization providing primary health care, social services, and illness prevention programs primarily to the residents of the Western and Northern York Region. We serve people experiencing barriers to accessing health care services due to culture, language, age, chronic illness, or the like. We are committed to providing services with and for local Indigenous, Black, racialized and other disadvantaged communities.

VCHC has implemented a direct referral system to improve access to inter-professional care by allowing non-team-based family physicians to connect vulnerable (medically and socially complex) clients to services available at the VCHC. As part of the health promotion framework of our services, we work in partnership with other community-based health and social service organizations to address individual, family and community needs.

## **POSITION SUMMARY**

As a member of an interdisciplinary team, the Community Health Worker works to identify, design, implement, evaluate, and promote social programs that focus on addressing community health needs, primarily focusing on the local Black, Indigenous, racialized, and other disadvantaged communities. This position works with community groups and individuals and is expected to be available at hours found suitable for community members and volunteers. This can mean meetings in the early morning, evening and on the weekend.

## **KEY ACCOUNTABILITIES AND RESPONSIBILITIES**

- Identify, develop, and facilitate in-person and virtual programs needed to support

the health and well-being of Vaughan Community Health Centre (VCHC) clients and community residents in Western York Region (WYR) and Northern York Region (NYR).

- Conduct evaluations of the effectiveness of health education/promotion programs and incorporate stakeholders' feedback to make program improvements where appropriate and feasible.
- Develop and maintain informal and formal networks (e.g., community agencies and groups, schools, etc.), and act as a resource to community groups and VCHC staff by establishing links within and between these organizations.
- Act as an advocate for community residents by providing assistance in accessing health, social service and related agencies and groups.
- Encourage community development by assisting clients to advocate for improved health services and community resources that support good health.
- Organize events, activities and programs that promote intercultural and intergenerational interaction.
- Encounter group program information into VCHC's Electronic Medical Record.
- Work with the other members of the Health Promotion Team, colleagues, and community partners as necessary to ensure that targets for the PACT Community Health Worker are met.

## **QUALIFICATION REQUIREMENTS**

- Baccalaureate degree in a health or social science discipline from a recognized university or a combination of some postsecondary education and significant experience in health promotion and/or community development.
- Thorough knowledge of and proficiency in community development activities, organization, and outreach.
- Experience in health promotion and/or community development activities with and for the Black, Indigenous, and/or racialized communities.
- Demonstrated ability to work effectively in a multidisciplinary environment.
- Excellent communication and interpersonal skills, with specific expertise in group facilitation.
- Thorough knowledge and understanding of community resources in Western York Region and Northern York Region.
- Demonstrated ability to be flexible and possess excellent organizational and problem-solving skills.
- Proficiency and experience working in a computerized environment.
- Cross-cultural experience and/or a second language considered an asset.
- Valid driver's license, regular access to a vehicle and appropriate insurance for personal automobile.



**Interviews will occur on rolling basis; please apply as soon as you can.**

Successful candidates must undergo a Vulnerable Sector Screening reference check to the satisfaction of the Vaughan Community Health Centre

**Please send your cover letter and resume to:**

Community Health Worker Hiring Committee  
c/o Vaughan Community Health Centre Head Office  
9401 Jane Street, Suite 206  
Vaughan, Ontario L6A 4H7

Email: [vchcjobs@vaughanchc.com](mailto:vchcjobs@vaughanchc.com)

Fax: (905) 303-9444

[www.vaughanchc.com](http://www.vaughanchc.com)

While applications are preferred via email, you are welcome to apply by fax, mail or in person.

*Accommodations during the recruitment, selection, and interview processes will be provided in accordance with the Ontario Human Rights Code if needed. If you need accommodation during the hiring process, please call us at (905) 303-8490 ext.2631 to provide your contact information and a member from the hiring Committee will contact you.*

*Vaughan Community Health Centre is an equal opportunity employer and encourages resumes from people who are reflective of the diverse communities we serve. We are committed to excellence and hire based on merit.*

*We thank all candidates in advance for their interest, however, only those selected for an interview will be contacted.*