

# Full-Time Community Development Worker

For more than 30 years, the London InterCommunity Health Centre has provided health and social services to those who experience barriers to care including poverty, homelessness, language or culture, and complex and/or chronic health conditions including mental health and addictions. Today, with four busy clinics in three of London's most under-served regions, the organization is viewed as a community leader in newcomer health, care of marginalized women, issues of health equity, client-led service development and the advancement of partnerships that improve access to vital services for people who are at the margins in our community. Throughout the COVID-19 pandemic, we have innovated new ways to continue to support our staff and clients through this difficult time with minimal interruption to our service delivery.

### About the Position

The London InterCommunity Health Centre seeks a dedicated and passionate Community Development Worker to join our team. This role will provide leadership and support to residents, families, stakeholders, partners and community groups to build healthier communities.

The primary focus of this position is to lead and support positive impact within the systems we work with and the communities we serve. The Community Development Worker will improve community health and wellbeing utilizing Health Promotion strategies.

This role will actively support community member's collaboration in order to take collective action and generate solutions to common issues utilizing community engagement and development strategies,

while balancing community needs and organizational commitments.

We seek a creative, persistent individual with an understanding and valuing of the client's life situation in the context of their family and the impact of the systems they live in, who demonstrates an awareness of the effect that oppression, barriers, poverty and diversity have on individuals and their communities.

The ideal candidate will have the ability to build trust easily and see the strengths and capacity in the individuals and community we serve as a natural motivator, leader and advocate.

This full-time position typically works Monday to Friday, 37.5 hours per week, with some evening and weekend flexibility required.

### Required Qualifications:

- Undergraduate Degree in Social Sciences or related field from a recognized institution
- Minimum of five (5) years of relevant experience in a health and/or community setting
- Exemplary ability to reach, engage and work alongside marginalized populations
- Strong understanding of local systems and anti-racism/anti-oppression frameworks
- Ability to build and sustain collaborative, therapeutic relationships with individuals and the community, creating positive impact
- Strong working knowledge of the Social Determinants of Health and experience working within a Health Promotion framework
- Exceptional communication and organizational skills
- Solution-focused problem solving skills and the ability to think "outside the box"
- Awareness of legislative issues related to health, social services and the community
- Ability to work with diverse communities with respect, sensitivity, creativity, innovation, cultural understanding, and non-judgement

### Preferred Qualifications:

- Preference will be given to applicants with lived experience of systemic oppression and marginalization
- Certification in Community Development would be considered an asset

### Nice to Haves:

- French and other language skills are considered an asset in supporting the communities we serve

### What's in it for you:

With a strong focus on employee well-being and development, the Health Centre is proud to support our staff with a well-structured compensation plan:

- A competitive salary
- 100% employer-paid health and dental benefits
- Participation in the Healthcare of Ontario Pension Plan (HOOPP)
- Paid sick and emergency time to tend to self and family care
- Paid vacation time
- Paid time to promote mental well-being and prevent burnout
- Paid professional development time and funds to support your career goals
- Numerous interdisciplinary training opportunities to promote growth in your role

### How to Apply:

If you feel you are the right person for this role, please send a cover letter and resume by email to [jobposting@lihc.on.ca](mailto:jobposting@lihc.on.ca), stating the position title in the subject line of the email. Please also indicate in the body of the email where you learned of this opportunity.

\*With consideration for the COVID-19 pandemic, interviews may be conducted in-person with appropriate physical distancing or online via Zoom to best meet Public Health Guidelines and the needs of the selected candidates. If the use of Zoom presents a barrier for candidates, alternate methods can be arranged.\*

Submissions will only be accepted until May 2, 2021.

The Health Centre is committed to hiring staff that reflect the diversity of the clients and community that we serve.

Should you require accommodation in making an application please contact our office. We thank all applicants for their interest, only those selected will be contacted.

To learn more about the Health Centre visit us online at [www.lihc.on.ca](http://www.lihc.on.ca), follow us on Twitter @HealthCentre or like us on Facebook – London InterCommunity Health Centre.