

External Job Posting



Position Title: Family Physician
Job Type: Permanent Part-Time 0.7 FTE

Salary Range: \$172,391.80 - \$199,664.50
Per annum plus on call stipend

Department: Primary Health Care
Reporting to: Director Primary Health Care
Benefits: Full benefit package

Application Deadline: **Until a suitable candidate is found**

Apply at: <https://swchc.bamboohr.com/jobs/view.php?id=405>

About SWCHC

Established in 1978, Somerset West Community Health Centre (SWCHC) is a non-profit, community-governed organization that serves over 16,000 clients annually. We combine primary health care services with a wide range of other health promotion and community development services, with a focus on improving the social determinants of health. We do this by removing barriers to accessing services for people who are vulnerable because of their age, income, ability, sexual orientation or gender identity, and language or culture.

Somerset West is deeply connected to the communities we serve. We pay particular attention to groups facing barriers, including people who are isolated seniors; those experiencing mental health challenges; those from ethnocultural, racialized or newcomer communities; those living with low-income; and those who are homeless or precariously housed. We value equity, diversity, caring and inclusion. We accept people without judgement and support them where they are at in their life.

Position Description

Somerset West Community Health Centre (SWCHC) has been providing primary health care and social services for more than 40 years. The Centre's mandate is to offer comprehensive, innovative community-based programs and regional programs that address people's overall well-being. We work within an anti-racism, anti-oppression framework that acknowledges systemic racism exists and seeks to ensure that systems are fair and equitable for everyone.

The Physician provides comprehensive primary care to SWCHC clients during acute and chronic illness and participates in the development, implementation, monitoring and evaluation of programs and services for individuals, families, and the community. The physician works within an interprofessional team of physicians, nurse practitioners, nurses, social workers, dietitians, physician assistant, community health workers and health promotion staff.

We are looking for someone who has experience in and knowledge of immigrant and refugee health including a sound knowledge and understanding of the issues facing immigrants and refugees and the unique dynamics that exist within their various cultures. SWCHC offers a wide range of Harm Reduction services and requires a physician who is familiar with and supports a Harm Reduction approach.

Requirements

Education

- Medical degree and family medicine residency from a recognized university
- CCFP certification from the Canadian College of Family Practice
- General license to practice from the Ontario College of Physicians and Surgeons
- Preference given for addiction medicine experience

Professional Experience

- Minimum two years primary care experience preferred
- Experience working on a multi-disciplinary team
- Experience working with culturally diverse and marginalized populations
- Demonstrated experience in program leadership and development
- Ability to work one evening per week
- Available for evening and weekend on-call

Preferred Experience

- Experience in mental health, addictions medicine and harm reduction

Knowledge, Skills and Abilities

- Understanding of the Community Health Centre model of care
- Commitment to the principles of health equity and inclusion.
- Application of medicine through a lens of the social determinants of health
- Demonstrated understanding and commitment to the principles of harm reduction.
- Superior relationship building ability, leadership in fostering a positive and supportive organizational culture.
- Ability to bring teams together in a collaborative manner and support on-going cohesiveness in a complex and dynamic environment.
- Excellent interpersonal, written, and oral, communication skills when interacting with clients, staff, community members.
- Effective organizational, critical thinking, problem-solving and decision-making skills
- Knowledge of the acts and legislation that govern practice: Personal Health Information Protection Act, Protection for Persons in Care Act, Mental Health Act, Workplace Hazardous Material Information System (WHMIS), Principles of routine practices (universal precautions), Child Protection Act
- Proficiency in the use of computers and software applications related to primary care (We use Telus PS Suites)
- Successful completion of Police record Check

Language Capability

- English is required
- French or other language(s) is an asset

General Employee Responsibilities

- Contributes to the Centre's activities to collect, analyse and report on data and relevant information and participate in research,
- Preserves confidentiality of all client and employee information and seeks to minimize risk while working with data,
- Submits records of time worked and time off in a timely manner,

- Maintains and develops professional competence, and where applicable, a professional licence to practice, through appropriate continuing education methods (e.g. peer interaction, literature review, conferences, courses, staff development leave, etc.),
- Complies and adheres to all applicable Centre policies and procedures,
- Develops personal work plan in consultation with Manager, Community Engagement.

Organizational Responsibilities

- Respects and values the diversity of the community and individuals
- Supports the Centre's student placement programs
- Contributes to the Centre's work by participation in activities that seek to strengthen collaborative and interdisciplinary teamwork, such as intercomponent committees and working groups, strategic planning and accreditation.
- Contributes to the Centre's practices of hiring, orienting and training of employees
- Participates actively in team meetings
- Consults with and provides support to team members and other SWCHC employees regarding professional issues
- Participates in the Centre's strategic planning process
- Participates in the development of policies and procedures by providing feedback in the Centre's policy development process
- Works in a manner that incorporates health promotion and recognizes the determinants of health
- Participates in team and individual professional development opportunities

Occupational Health and Safety

The incumbent must also work within the scope of all legislative and Centre policies related to occupational health and safety. In this capacity, the employee:

- Must read and follow the Centre's occupational health and safety policies.
- Must have an OH&S Review at the beginning of their employment.
- Must participate in any mandatory training the Centre provides including Worker or Supervisor Safety Awareness Training and WHMIS Training.
- Must complete the AODA training
- Must participate in Non Violence Crisis Intervention Training

This is a salaried position with a comprehensive benefits package that includes full health and dental benefits, paid vacation, paid statutory holidays, CME time and a pension plan.

If interested, please submit a cover letter and CV as one document by **Tuesday March 8, 2022, 4pm EST or until a suitable candidate is found.**
Apply at: <https://swchc.bamboohr.com/jobs/view.php?id=405>

*****It is the policy of SWCHC to require COVID-19 immunization for all employees, volunteers, students, and contractors, including those who work from home with the following exceptions: Persons with a medical reason that prevents them from being vaccinated against COVID-19; Persons with other reasonable considerations pursuant to the Ontario Human Rights Code that restrict them from being vaccinated against Covid 19 vaccination.*****

Somerset West Community Health Centre is committed to the principles of access and equity and to building an organization that reflects the diversity of the communities we serve. This includes diversity in languages spoken,

culture, race, religion, ability, sexual orientation, and gender identity and expression. We are committed to anti-racism and anti-oppression principles and practice, and a work environment that is free from harassment.

We welcome and encourage applications from members of Indigenous, Black and racialized communities, Two-Spirit, nonbinary, LGBTQ+ people; people with disabilities; and members of other equity seeking groups. In keeping with our commitment to equity, applicants are encouraged to self-identify in their applications. Applicants are encouraged to share accessibility needs in the application process, and every attempt will be made to accommodate them. SW CHC is in full compliance of the Ontario Human Rights Code and the Canadian Human Rights Act.

If at any stage in the selection process you require special accommodation, please let us know the nature of the required accommodation.

Somerset West Community Health Centre is an equal opportunity employer who values the diversity of individuals in our programs and services.

Due to the high volume of applicants, we can neither confirm receipt of nor respond to inquiries regarding your application. Only candidates selected for an interview will be contacted