



UNION JOB DESCRIPTION

JD5260

JOB TITLE:	Community Developer	JOB DESCRIPTION NO.:	5260
CLASSIFICATION:	Disciplines Allied to Social Work Grade II ()	GRID/PAY LEVEL:	P 12
COLLECTIVE AGREEMENT:	Health Science Professionals	HSCIS NO.:	44842
UNION:	BCGEU	JOB/CLASS CODE:	60860
PROGRAM/DEPARTMENT:	Public Health	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager, Healthy Communities or designate		
FACILITY/SITE:	South Island Health Services Delivery Area; Central Island Health Services Delivery Area; North Island Health Services Delivery Area		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Manager, Healthy Communities or designate, the Community Developer will work in collaboration with Medical Health Officers and the Healthy Communities program as well with other Population and Public Health Portfolio programs as needed to protect and improve the health and well-being of Island Health communities. The Community Developer acts as a liaison between community and the Health Authority. Grounded in an understanding of the social determinants they will work with community and other Island Health staff to help identify and assess local needs, review available resources, and mobilize community action to develop strategies for promoting individual and community health and well-being, to reduce the health inequities and address risk factors that contribute to chronic and communicable disease.

The Community Developer supports local governments and other community partners to build community resilience and capacity. Actions to advance this goal may include evaluating the current and required community assets, identifying health promotion and prevention evidence/best practices as well as participate in practical functions such as helping with grant writing and participating at community tables.

The Community Developer collaborates with other agencies and institutions to assess current local actions that promote health, and facilitate the development and implementation of identified future actions. The Community Developer assists partners to access and interpret health related data which may include health status, behaviours, attitudes, social determinants, trends and emerging issues related to community and population health.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Employs best practices in health promotion to help communities assess needs, identify assets and mobilizes community action to develop strategies for promoting individual and community health and well-being.
2. Participates in Planning, implementation and evaluation of regional strategies, initiatives and programs.
3. Assesses and responds to local needs through the collection and interpretation of data and participation in the regional surveillance of outcomes.

4. Monitors emerging population health trends in community and supports a collaborative approach to public health and community response.
5. Builds relationships within communities to foster positive culture change around the critical role of social determinants of health in influencing individual and collective health and well-being.
6. Brokers partnerships within and between communities to support mutual learning and resource coordination/sharing that promote individual and community health and well-being.
7. Conducts or accesses literature and research to assist in identifying best practices for healthy living promotion.
8. Advocates for the development of healthy public policies that reduce the health inequities that contribute to chronic disease.
9. Fosters an integrated approach to addressing population level risk factors to promote chronic disease prevention.
10. Liaises with non-profit organizations, agencies, institutions, municipalities, First Nations, Métis, and Inuit and communities and participates in local and provincial initiatives and committees, as assigned.
11. Provides effective coordination and linkage between the CD team, Healthy Communities Program and internal and external stakeholders.
12. Supports critical community surge responses, such as due to extreme weather events or population level disease outbreaks, under direction of Medical Health Officers and related Managers, specifically Health Protection and/or CD.
13. Uses project management tools and methods to assure the timely and effective delivery of work products.
14. Collaborates with other portfolios and departments as appropriate.
15. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Bachelor's Degree in health, social sciences or management with content in health promotion, community development, population health and/or policy analysis and development.

Minimum of two years recent relevant experience (including experience with program evaluation), with a focus on facilitating integrated approaches to community health and well-being.

Valid BC Driver's License. An equivalent combination of education, training and experience may be considered.

Skills And Abilities

- Exceptional strength in fostering and developing partnerships and relationships with a broad range of stakeholders.
- Completion of cultural safety and humility training and experience in working in partnership with Indigenous elders and communities.
- Excellent interpersonal skills and proven conflict management skills at an individual and team level.
- Demonstrated analytical problem solving to develop strategic, progressive, creative, and innovative enterprise-wide solutions.
- Ability to organize work, make decisions, work well under pressure and meet deadlines in an environment subject to constantly changing priorities.
- Strong facilitation, education and knowledge translation skills. Ability to communicate effectively with all levels of stakeholders internally and within the community utilizing a variety of communication methods.
- Integrates pertinent data, best practice and current research evidence to support professional practice decisions and actions.

Ability to promote client-focused care that demonstrates sensitivity to, and advocacy for diverse cultures and

- preferences, and social justice concerns.
- Implements activities to promote cooperation among the interdisciplinary team and collaborates across disciplines.
- Functional competence with MS Office suite and familiarity with a range of population, resource and library databases. Demonstrated data analysis skills including appropriate data analysis and reporting tools.
- Ability to operate other related equipment as required in the specific practice area.
- Physical ability to perform the duties of the position.