



**OTTAWA SALUS CORPORATION**  
**INTERNAL/ EXTERNAL JOB POSTING**

<b>Position:</b>	<b>Community Developer</b>
<b>Number of Position(s):</b>	One (1)
<b>Position Type:</b>	(1) Permanent Full Time Unionized position (35 Hours/ Week: Monday to Friday).
<b>Language:</b>	English required.
<b>Posting Date:</b>	December 8, 2023
<b>Closing Date:</b>	<b>Internal:</b> December 15, 2023
	<b>External:</b> December 22, 2023
<b>Reports to:</b>	Program Manager
<b>Location:</b>	The position will be located at one or more of Salus' Community Development Resource Centres.
<b>Required Start date:</b>	As soon as possible

**Job Summary:**

The Community Developer is responsible for providing onsite support and group programming for Salus tenants who live with severe and persistent mental illness. The goal of onsite Community Development support is to assist tenants in maintaining successful tenancies. Community Developers work in collaboration with Salus' Housing Coordinator, external mental health support workers, and a variety of community partners. The Community Developer works as part of a team providing support and programming to Salus-owned buildings as well as some buildings belonging to Ottawa Community Housing and the Multifaith Housing Initiative. Community Developers' assignment to buildings may be changed to meet operational requirements.

Areas of responsibility of this position include, but are not limited to, the following:

- Recovery-based group facilitation and design.
- Mediation and conflict resolution.
- Provision of individualized support to tenants.
- Foster existing and new community partnerships.
- Active participation in intervention plans and tenants' circles of care.
- Collaboration with Salus' Housing department to support tenancies.
- Advocate for clients' individual needs and required services.

**Qualifications:**

- Bachelor's degree in Social Work, Community Development, or related field. Candidates with a college diploma in a relevant field and extensive hands-on experience may be considered.
- Experience or Interest in working with marginalized adults who are living with severe and persistent mental illness, or working with individuals who suffer from concurrent disorders.
- Experience or Interest in community development and in-group facilitation.
- Familiarity with social service and support networks within Ottawa.
- Familiarity with housing providers and their policies.
- Knowledge of recovery principles / harm reduction principles.

**Suitability Profile:**

- Strong communication skills and the ability to establish a good working relationship with both clients and colleagues.
- Relates and empathizes with vulnerable and marginalized clients.

- Holds work ethics, which reinforce clients' autonomy and growth.
- Establishes a good working relationship with partner agencies that provide the continuum of mental health and housing supports to our clients.
- Effectively de-escalates and resolves crisis.
- Promotes the values of Salus.
- Works effectively as part of a multidisciplinary team.
- Works independently to plan and facilitate programming.
- Knowledge of the Mental Health Act.

### **Pre-Hiring Requirement**

- Academic certificates
- Criminal reference check (Vulnerable Sector Screening)
- Eligible to work in Canada.
- Proof that the successful candidate has received both doses of a Health Canada approved COVID 19 vaccine at least 14 days before the first day of work, subject always to Ottawa Salus' duty to accommodate under the Ontario Human Rights Code.

### **Language Requirement:**

The successful candidate must be able to speak and write proficiently in English.

### **Salary range:**

As per the Collective Agreement (\$27.75 to \$31.72 per hour)

### **Why Work at Ottawa Salus?**

Salus has a proven record of accomplishment of supporting clients and tenants with serious and persistent mental illness in the Ottawa area. The value of the work we provide to our clients and tenants is changing lives. The pride felt by our staff makes working here a fulfilling experience.

We offer all these and many more including:

- generous Health benefits and pension plan (HOOPP)
- compressed work week
- paid vacation days
- a friendly team who create a great work environment

### **Application instructions:**

If you wish to apply for this position, please submit your resume and cover letter via email to **HR@salusottawa.org** with the subject heading "**Community Developer 122023**" by 4.30pm on **December 22, 2023**. (As per the collective agreement, the deadline for internal candidates is December 15, 2023).

While we thank all applicants for their interest, only those selected for an interview will be contacted.

*Ottawa Salus is an equal opportunity employer and values diversity in its workforce. Do not hesitate to contact us if you require alternative arrangements to submit your application. Candidates requiring accommodation during the interview process should advise in advance.*