

Job Posting

Alzheimer Society of Ontario

The Alzheimer Society's vision is a world without Alzheimer's disease and other dementias. Our mission is to alleviate the personal and social consequences of Alzheimer's disease and related dementias and to promote research.

Our Values

Collaboration Accountability Respect Excellence

Health Equity and Access Lead

The Health Equity and Access Lead supports the office of Health Equity and Access with various health equity initiatives within the Alzheimer Society of Ontario, as well as across the province with our local partners. This role will identify and curate relationships and partnerships with community-based organizations to promote dementia awareness and build out community-based programs in underrepresented and underserved communities.

What You'll Be Doing

The Health Equity & Access Lead works closely with the Director of Health Equity & Access to provide strategic support and advice on core health equity related programs and activities across Ontario. The Lead will provide support on the development of Knowledge Translation and Exchange (KTE) products, community engagement, data collection, research, and fund development objectives. This includes activities such as:

- Develop community engagement strategies and implement them from a community-centered approach.
- Build strong, collaborative relationships with community partners to better understand the needs of people living with dementia and their caregivers, and their experiences with the healthcare and social system.
- Collect social demographic data, including information around the social determinants of health, from local Ontario Societies.
- Support the development of the Health Equity Framework, including program design and evaluation.
- Act as a liaison and point of support for the local Ontario Societies with health equity concerns, queries, and implementation needs.
- Support the development of an annual strategic work plan that sets out specific goals and objectives for each fiscal year, tracking against key performance indicators (KPIs).
- Stay informed of trends and events as it pertains to health equity.
- Provide logistical and operational support with the Ontario-wide DEIB committee.
- Prepare reports and presentations as required.

Who You Are

- Post-secondary degree in health policy and promotion, health studies, gerontology, social work or social science with a focus on aging.
- An equivalent combination of training, education and experience will also be considered.
- 3-5 years' experience in social services, health care sector and/or gerontology.
- At least 3 years of quantitative and qualitative data collection experience and data analysis.
- At least 3 years' experience in community outreach and relationship building.

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- Minimum of 3 years' experience working with persons with dementia, and care partners
- Focus group facilitation.
- Excellent written and communications skills, including strong presentation and public speaking skills, and listening and facilitation skills.
- Extensive knowledge of structural and social determinants of health.
- Extensive experience in participatory research and community and stakeholder management
- Has lived experience with anti-oppressive and anti-racism principles.
- Has familiarity working within a federated corporate model.
- Has experience supporting multiple stakeholders, and community partners.
- Ability to prioritize, initiate and direct projects and people.
- Comprehensive knowledge of available community services/supports.
- Strong knowledge of Alzheimer's disease and other dementias, and the impact on the person and their family.
- Effectively gathers, synthesizes, integrates, and interprets multi-faceted information from a wide range of sources and perspectives.
- Maturity, good judgment, patience and flexibility, integrity, sensitivity, dedication, team player, and results oriented.
- Knowledgeable and experienced in Adult Education principles and approaches is an asset.
- Strong computer skills, including literacy in Microsoft software programs (Word, Excel, PowerPoint, Outlook, etc.).

Don't meet every requirement? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet all qualifications. If you are excited about the role, but your resume doesn't align perfectly with every qualification in the description, apply anyway. You may still be the right candidate for this or other roles.

What We Offer

Work life balance is important to us here at the Alzheimer Society. That is why we offer our employees:

- A generous employer paid benefit plan.
- Employee and Family Assistance Plan
- A Defined Contribution Pension Plan with up to 5% employer matching
- Personal days and equity floater days that can be used at any time
- Flexible working arrangements that include working from home and flexible hours
- Paid professional development opportunities.

Hiring Zone & Pay Band Range:

Hiring Zone: \$60,000 - \$65,000

Pay Band Range \$52,037 – \$78,056

Commitment to Equitable Recruitment

The Alzheimer Society recognizes the value and dignity of each individual and ensures everyone has genuine, open, and unhindered access to employment opportunities, free from any barriers, systemic or otherwise. Accommodations are available on request for candidates taking part in all aspects of the selection process, in accordance with the Human Rights Code and AODA.

Our values include **justice** and **connection** and are the guideposts we use for decision-making of all kinds. We believe that this will guide the organization toward a place of inclusion for all - where equity and access to essential supports and services becomes the reality.

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The Alzheimer Society welcomes those who have demonstrated a commitment to upholding the values of equity and social justice and we encourage applications from First Nations, Inuit and Métis, Indigenous Peoples of North America, Black and persons of colour, persons with disabilities, people living with dementia, care partners and those who identify as 2SLGBTQIA+.

How to Apply

We thank everyone for their expressed interest – and are truly appreciative of the time individuals put into applying – but with the limitations of time, only those selected for an interview will be contacted.

Please submit your resume and cover letter to: resumes@alzheimrsc.org

Please include the 'Job Title' in the subject line.

Closing Date: May 27, 2024

