

## INTERNAL/EXTERNAL POSTING

### Inviting applications for the position of: Community Health Worker

Location: Merrickville and Smiths Falls sites  
Hours: 1.0fte – 70hrs bi-weekly  
Term: 12 months with possibility of extension  
Salary Range: \$54,900 - \$65,900 annually or \$30.16-\$36.21 hourly  
Start date: as soon as possible  
Existing Vacancy: yes

#### Who we are:

Rideau Community Health Services (RCHS) is a non-profit, community-governed health and social service agency that provides comprehensive primary care, health promotion and community development services. Working with partners to provide integrated health and wellness services for various communities throughout Leeds, Grenville and Lanark counties.

#### What we offer:

- Competitive Rates
- Health Benefits – 100% premium pd
- Pension Plan - HOOPP
- Generous paid time off
- Team Work
- Professional Development opportunities
- Work/Life Balance and Supportive Culture

#### About the Role:

As part of the Health Promotion team, the Community Health Worker (CHW) works with individuals, communities, and partners to address client needs related to the social determinants of health. The Community Health Worker assesses client needs and provides information and connection to appropriate supports and services to promote better overall health outcomes.

**Submit your expression of interest in the form of cover letter and resume by March 17, 2026**

To Human Resources [hr@rideauchs.ca](mailto:hr@rideauchs.ca)

All applications are considered confidential. AI screening is not used in hiring.

RCHS is accountable to employees, clients and to the government of Ontario for meeting the standards set by the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") and its regulations. RCHS is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please call 613-269-3400, ext. 228.

**SUMMARY:** As part of the Health Promotion team, the Community Health Worker (CHW) works with individuals, communities, and partners to address client needs related to the social determinants of health. The Community Health Worker assesses client needs and provides information and connection to appropriate supports and services to promote better overall health outcomes.

**REPRESENTATIVE ACTIVITIES:**

- Participates in client intake and provision of preliminary psycho-social assessment to connect clients to most appropriate resources, i.e., allied health, health promotion, primary care, and community resources. This may include follow up contact as relevant.
- Participates in case conferences and provides care coordination to clients/ families as required.
- Provides information to, and assists clients in, identifying health and service needs.
- Prepares reports and makes recommendations related to RCHS programming.
- Liaises with community groups and other agencies to provide referral information.
- Assists in the creation and delivery of group programs and health promotion activities.
- Engages clients by increasing awareness of available programs and services that promote physical, mental, and social health.
- Documents in electronic health record in accordance with RCHS policy and procedures to support client care and team communication.
- Contributes to the development of education and public awareness resources.
- Attends to and acts on opportunities to provide assistance through practical supports. i.e., arrange for transportation to specialist visit.
- Creates connections between vulnerable populations and healthcare systems.
- Facilitates healthcare and social service system navigation.
- Supports care transitions for vulnerable populations and advocates for underserved individuals.
- Works to reduce social isolation among patient populations.
- Educates colleagues and stakeholders about community health needs.
- Provides culturally appropriate health education on topics related to chronic disease prevention, physical activity, and nutrition
- Provides informal counselling, health screenings, referrals, and assessment for counselling
- Builds capacity to address health issues
- Develops relationships and collaborates with community agencies to ensure health promotion programming reflects community needs
- Recruits and supervises volunteers as appropriate

**COMMON RESPONSIBILITIES:**

- Work in a manner that preserves confidentiality and seeks to minimize risk
- Work in a manner that incorporates health promotion and recognizes the determinants of health
- Incorporate and strengthen collaborative and interdisciplinary teamwork
- Respect and value the diversity of communities and individuals
- Maintain competence and professional licence to practice
- Support the student and volunteer placement programs
- Promote awareness of and participate in RCHS activities
- Contribute to the work by participating in meetings and committees
- Work both regular and extended hours of operation in locations identified by RCHS
- Contribute to RCHS' practices of hiring, orienting, training and mentoring staff
- Contribute to the efforts to secure and maximize resources for current and new programs, services and activities
- Participate in efforts to enhance capacity through staff development
- Support and comply with the Occupational Health and Safety policies and procedures
- Protects patients and employees by adhering to infection-control protocols.

**OTHER**

- Ability to work flexible hours based on program needs
- Valid Driver's license
- Canadian criminal record check and a vulnerable sector check that are satisfactory to RCHS

**QUALIFICATIONS:**

- A Baccalaureate degree in health, social sciences, adult education, or related discipline with a minimum of 1 year experience.
- Demonstrated ability to work effectively as a member of an interdisciplinary team and with partners.
- Competence in standard business software such as Microsoft Office.
- Experience working with a broad range of populations.
- Excellent organizational, problem solving and interpersonal skills.
- Excellent communication skills, both oral and written.
- Experience in the development and delivery of health education and health promotion programs.
- Experience and understanding of rural communities and rural health needs.
- Demonstrated problem solving and critical thinking.
- Demonstrated commitment to continuous learning and professional development
- Ability to communicate in both official languages considered an asset.
- Current CPR and First Aid.