



Job Posting - Implementation Specialist Full Time Contract Position (12 months)

About Black Health Alliance

The Black Health Alliance is a community-led registered charity working to improve the health and well-being of Black communities in Canada. Building on our track record as an effective mobilizer and champion, we continue to grow our movement for change. Driven by groundbreaking research, strong partnerships, and people, this movement continues to build innovative solutions to improve Black health and well-being, and mobilize people and financial resources to create lasting change in the lives of Black children, families and communities.

Role Overview.

The Implementation Specialist works collaboratively across health, mental health, youth-serving, social services, and other sectors to develop, coordinate, support, and monitor the implementation of evidence-informed interventions aimed at transforming mental health care for Black youth and children.

Role Priorities

The Implementation Specialist will report to the Pathways to Care Project Manager, work collaboratively with the Black Health Alliance Team, and be required to bring specific capacities and expertise in the areas of implementation science, stakeholder engagement and co-development, and systems change. The Implementation Specialist will provide coordination and planning support for assigned projects and work with both internal and external stakeholders to implement change. The Implementation Specialist supports the active involvement of diverse stakeholders in all stages of implementation, providing tailored and contextualized support at an organizational and system level.

The Pathways to Care project aims to remove barriers and improve access to mental health and addiction services for Black children, youth and their families in Ontario by making interventions at the policy, sector, and population levels. The project is a five-year strategic collaboration between Black Health Alliance, TAIBU Community Health Centre, the Centre for Addiction and Mental Health (CAMH), Strides Toronto, and Wellesley Institute, with additional partners outside of Toronto being brought on from across southern and eastern Ontario. Through province-wide engagement with Black children, youth and their families, the project will develop a comprehensive mental health strategy and practice framework for Black youth; define and improve the pathways to care for Black children and youth who need mental health and addiction services; and develop resource tools and capacity building supports to increase the capacity of agencies to deliver culturally safe and responsive mental health and addiction services. The primary aim is to improve how

mental health and addiction services are provided to Black children, youth and their families in Ontario.

ROLE SCOPE

As Implementation Specialist, your responsibility is to provide support to the Black Health Alliance including the following:

Partnership Building & Support

- Identifying, engaging and fostering collaborative relationships with stakeholders to develop a shared understanding and vision
- Developing an understanding of the provincial mental health system in order to support contextualized implementation
- Co-developing, facilitating and establishing direction, objectives and consensus across diverse stakeholders
- Assisting teams (internal and external) with implementing practice and/or system change through facilitation, problem solving, focused capacity building, consensus building, decision making and conflict resolution
- Assessing needs and coordinating capacity building for project members
- Developing project implementation plans, processes and tools based on evidence informed implementation approaches, utilizing Implementation Science as a foundational approach

Implementation Support

- Developing tailored agency supports for implementation activities via the creation and monitoring of implementation plans at multiple system levels (service provider, organizational, Community, Health Teams, Provincial)
- Building and supporting the capacity of organizations/agencies to support sustainable and effective change
- Supporting the implementation of improvement cycles across and within organizations Collaborating with team members to keep implementation projects on track and coordinating implementation activities

Coordination & Communication

- Coordinating the exchange of information about the project with internal/external stakeholders
- Developing communications for a wide a wide variety of audiences using multiple mediums

Skills and Competencies

- Demonstrated understanding of the effects of anti-Black racism on Black populations rooted in lived experience, and demonstrated experience (lived or work) working with Black communities and organizations.
- Experience working through and applying an anti-oppressive framework to work and working environments

- Bachelor or Master’s degree in Health, Education or Social Services with at least three (3) years’ experience in the field of mental health and addiction or health services
- Fluent in English, fluency in French is an asset
- Knowledgeable about systems-level change
- Knowledgeable about Implementation Science
- Strong teamwork and team leadership skills
- Knowledge of the mental health and addictions service delivery context and service needs of Black children, youth, and their families in Ontario
- Work experience and demonstrated interested in mental health, mental illness, and/or addictions
- An understanding and knowledge of race, racism, and anti-Black racism and their negative impacts on Black people in Ontario, rooted in lived experience
- Results-oriented, ability to work on multiple and competing deadlines
- Expertise serving Black communities and/or youth with mental health and/or addictions is an asset
- Ability to work on a team and strong interpersonal skills.
- Ability to effectively communicate on a multi-disciplinary, remote team.
- Strong capacity-development and relationship-building skills.

INFORMATION ABOUT THE POSITION

Work Conditions

- Black Health Alliance is currently using flexible hybrid working model, where employees can opt to work from home or in our offices
- This role will require in-person interactions with stakeholders
- The standard work week is Monday to Friday, some evening or weekend hours are anticipated
- Changes to shift start and end times may be required based on operational needs

Salary

- Remuneration will be dependent on qualifications and experience
- Annual Salary Range: \$52,000 - \$70,000
- Black Health Alliance offers extended health benefits and a wellness spending account to all full-time employees

Black Health Alliance Commitment to Equity

The Black Health Alliance is committed to being an equitable employer and to creating a workplace culture of inclusiveness that reflects the diversity of the people that we serve. As an organization focused on improving the health and well-being of Black communities we strongly encourage and prioritize applications from persons that represent the diversity of Black communities including people living with disabilities, and people from gender, and sexually diverse communities to apply.

Accommodations and Accessibility:

*The Black Health Alliance provides employment accommodation during the recruitment process. Should you require **any** accommodation, please indicate this on your application and we will work with you to meet your accessibility needs. For any questions, suggestions or required documents regarding accessibility in a different format, please contact us at opportunities@blackhealthalliance.ca*

Application Process

Qualified applicants should forward a cover letter to: opportunities@blackhealthalliance.ca with "Implementation Specialist" in the subject line.

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

POSITION WILL BE POSTED UNTIL FILLED