



Niagara Falls Community Health Centre

Job Title: Social Worker, 2S&LGBTQ+ Health and Gender-Affirming Care

Location: Niagara Falls Community Health Centre

Work Schedule: Full-time, Permanent, 37.5 hours/week

Salary: \$70,918 - \$77,506 + HOOPP pension, and other benefits listed below

About Us:

At the Niagara Falls Community Health Centre (NFCHC), we are more than just a healthcare facility; we are a community hub dedicated to improving the lives of those who face barriers to care. Our innovative, diverse, and inclusive team strives to provide holistic, upstream healthcare to our local community. We believe in fostering a supportive work environment that prioritizes work-life balance, professional growth, and employee well-being.

Why Join Us:

- **HOOPP Pension:** Secure your future with our comprehensive pension plan.
- **Employer-Paid Benefits:** Enjoy fully funded health and dental benefits.
- **Health and Wellness Fund:** Invest in your well-being with our dedicated fund.
- **Professional Development Fund:** Continuous learning and development opportunities with our dedicated fund.
- **Flexible Paid Time Off:** Achieve work-life balance with our flexible PTO options.
- **Collaborative Environment:** Work alongside an interdisciplinary team committed to health equity, inclusion, and community wellbeing.
- **Meaningful Impact:** Support 2S&LGBTQ+ communities through clinical care, group programming, health promotion, community development, and systems-level advocacy.
- **Permanent Full-Time Position:** Stable employment with the same comprehensive compensation and benefits package offered to Nurse Practitioners.

Key Responsibilities:

- Provide comprehensive psychosocial assessments, counselling, crisis intervention, safety planning, case management, and system navigation services to 2S&LGBTQ+ individuals.
- Complete secondary assessments and recommendation letters for gender-affirming surgeries in accordance with current standards of care.
- Develop, facilitate, and evaluate therapeutic, educational, peer-support, and community-based group programming.
- Support clients in accessing gender-affirming healthcare, community resources, and other social supports.
- Apply a population health and health equity lens to identify service gaps, address barriers, and support upstream approaches that improve health outcomes for 2S&LGBTQ+ communities.

- Facilitate community consultations, focus groups, and engagement activities to inform program planning, service development, and organizational priorities.
- Develop and maintain partnerships with healthcare providers, social service agencies, educational institutions, and community organizations.
- Advocate for systems-level changes that improve access, inclusion, and equity for sexual and gender-diverse communities.
- Provide staff education, consultation, and capacity-building initiatives related to 2S&LGBTQ+ health, gender-affirming care, and inclusive service delivery.
- Participate in quality improvement initiatives, program evaluation, interdisciplinary collaboration, and organizational planning activities.
- Utilize Electronic Medical Records (EMR) and other documentation systems effectively and in accordance with professional standards.

What We're Looking For:

- Master of Social Work (MSW) from an accredited university.
- Current registration in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW).
- Minimum of three (3) years of clinical experience, preferably in community health, mental health, primary care, or a related setting.
- Demonstrated experience supporting 2S&LGBTQ+ communities and applying gender-affirming approaches to care.
- Experience providing counselling, psychosocial assessments, crisis intervention, and case management services.
- Knowledge of WPATH Standards of Care, trauma-informed practice, anti-oppressive practice, and social determinants of health.
- Experience developing, facilitating, and evaluating group programming.
- Experience delivering staff education, consultation, and capacity-building initiatives.
- Strong communication, facilitation, advocacy, and relationship-building skills.
- Valid Ontario Driver's Licence and access to a reliable vehicle.

Additional Requirements:

- Ability to work flexible hours, including some evenings and occasional weekends.
- Valid Ontario Driver's Licence and access to reliable transportation considered an asset.
- Vulnerable Sector Check required.

Join Us and Make a Difference:

At NFCHC, your work will contribute to improved health outcomes, increased access to affirming care, stronger community connections, and reduced health inequities for 2S&LGBTQ+ communities across Niagara. This is an opportunity to combine clinical social work, group facilitation, community development, health promotion, and systems advocacy within a supportive and innovative interdisciplinary team.

To Apply:

Please send your resume and cover letter to hr@nfchc.ca. We are committed to accommodating applicants with disabilities as part of our recruitment process. If you require an accommodation, please let us know.

Niagara Falls Community Health Centre is committed to equity, diversity, inclusion, anti-racism, and reconciliation. We strongly encourage applications from members of 2S&LGBTQ+ communities, Indigenous Peoples, Black and racialized individuals, persons with disabilities, and others who reflect the communities we serve.