

Manager, Mental Health and Substance Use #24-198 (Job opportunity)

Full-time Permanent – Recruitment #24-198 (Non-Union)

Division: Health Promotion and Vaccine Preventable Diseases

Location: Main Office - 1300 Paris St., Sudbury

Work Location Arrangement: Partial On-site - the position requires a combination of regular on-site and remote work. Reasons and schedules can vary, but worker attends on-site regularly (for example, each week).

Salary: \$95,495.40 - \$109,218.20 annually

Position summary:

We are currently seeking a highly motivated health professional to contribute to our organizational mission of working with our communities to promote and protect health and prevent disease.

Reporting to the Director, the Manager, Mental Health and Substance Use is responsible for leading the development, implementation, and evaluation of comprehensive substance use and mental health promotion strategies. This role involves overseeing comprehensive health promotion, harm reduction, early warning systems, and community-based initiatives in partnership with diverse stakeholders.

The Manager will contribute to excellence in public health practice with responsibilities for the planning, coordinated development, management and implementation of public health activities, programs, services and initiatives consistent with corporate strategic direction and vision, and in accordance with provincial public health standards and legislated requirements.

As part of the management team, the Manager, Mental Health and Substance Use fosters collaborative planning and decision-making across teams and divisions to address mental health and substance use programming effectively and sustainably. The Manager will establish and maintain positive relationships with internal and external management and stakeholders. This work entails dealing with media in a professional manner, serving on multi-sectoral advisory committees, overseeing and contributing to local, municipal, and provincial strategies aligned with the needs of the local community, and actively fostering collaboration with a diverse range of community partners.

The Manager is instrumental in building resilient community health to reduce substance use harm and promote mental health. The Manager is a member of the management staff of Public Health Sudbury & Districts. This position may assume the responsibilities of the Division Director in consultation with the Medical Officer of Health, during absences of the Director.

Responsibilities:

- Demonstrates leadership and innovation in the development, implementation and evaluation of assigned programs and ensures programs are in compliance with the mandate and address local needs.

- Leads the development, implementation, and evaluation of assigned programs by applying innovative approaches and best practices. Utilizes local health status data, ministry protocols, service gap analysis, and alignment with the agency's mandate and strategic directions.
- Manages assigned personnel, programs, and research and evaluation projects, ensuring efficient delivery and alignment with agency priorities.
- Ensures efficient program delivery through the effective leadership of a team and by fostering effective inter team/divisional relationships.
- Considers organizational risk, worker health and safety, legal, ethical and political ramifications in decision-making that may affect the division, agency and specific programs.
- Promotes cooperative planning and decision making with other teams and divisions, ensuring alignment with overall strategic goals.
- Participates in agency committees and external committees, cooperating, collaborating, and networking with external partners for interdisciplinary planning and implementation of assignments and programs.
- Provides leadership at the local, regional or provincial level on identified initiatives as required.
- Advises and contributes on the development of effective management of program policies, procedures, and processes, ensuring best practices and regulatory compliance.
- Assists the Director in overall divisional administration, contributing to development of the division's philosophy, goals, and objectives in alignment with the agency's strategic direction.

Requirements:

- Completion of a 4-year university degree in Health or equivalent. Nursing degree is preferred.
- Minimum of five years' experience in public health or relevant setting, preferably in implementing public health programs, with progressive supervisory or management experience.
- Master's degree in Health is an asset. A combination of education and experience will be considered.
- Member in good standing with the appropriate professional college, where applicable, in accordance with the Health Protection & Promotion Act.
- Knowledge and abilities in human resources, labour relations, team building, policy development, financial management, as well as quality and risk management.
- Experience in developing community partnerships, applying community health research, and collaborating with provincial and municipal policymakers to promote healthy public policy with an emphasis on relationship development including the ability to navigate political and organizational contexts.
- Proficiency in community asset mapping, program planning, research, evaluation, and understanding of population health, public health science, and social determinants of health with strong leadership to enhance population health outcomes.
- Knowledge of and demonstrated abilities in comprehensive mental health promotion and comprehensive substance use strategies.

- Understanding of trauma- and violence-informed, person-centered care approaches to reduce stigma associated with substance use and mental health.
- Skilled in setting measurable goals, monitoring progress, and adjusting strategies based on data and emerging community needs.
- Knowledge and understanding of pertinent federal, provincial, and municipal legislation, regulations, and guidelines that have implications for public health.
- Ability to set priorities, manage multiple initiatives, and work independently and collaboratively.
- Capacity to foster a positive, cooperative work environment, and maintain productive partnerships to advance public health objectives.
- Capacity to adapt to evolving public health challenges with strong ethical judgement and resilience.
- Strong interpersonal and organizational skills.
- Advanced oral and written proficiency in English is a requirement.
- Advanced oral and written proficiency in French is an asset.
- Current CPR level C certification required for those who possess a dental or nursing licence.
- Strong public health background is an asset, with an understanding of comprehensive health promotion.
- Familiarity with stakeholder engagement practices, particularly working with diverse community partners such as healthcare providers, social services, law enforcement, policy makers and those with lived and living experience.
- Demonstrated computer skill applications.
- Maintains a means to travel on occasion, such as having a valid Ontario driver's license and access to a reliable vehicle.

Send resumés with cover letter to:

Human Resources, Corporate Services Division
 Public Health Sudbury & Districts
 1300 Paris Street, Sudbury, ON P3E 3A3

Email: recruitment@phsd.ca

Please include the recruitment number in the subject line.

Please include cover letter and resumé in one PDF or Word document.

Tel: 705.522.9200, ext. 570

Fax: 705.522.5182

Application deadline:

Tuesday, December 24, at 4:30 p.m.

Check out [why work for us!](#)