

Community Health	Health & Social Services Facilitator	Health & Social Services Provider	Health & Social Services Coordinator	Health & Social Services Program Development / Support	Health & Social Services Specialist	Health Services Specialist (Masters Required)	Health Services Program – Clinical Team Lead	Health Services Education / Educator	Health Services Program Analyst / Evaluation (Masters Required)	Teacher
Top of Scale Wage	32.111	51.449		58.567				61.665		57.162
Education	No degree required. Certificate in Social Services OR Grade 12 or equivalency with 2-3 years working in a community health setting	Degree in any Health Sciences/related field OR combination of Social Services education and experience	Degree in Health Sciences required	Degree in Health Sciences required	Degree in Health Sciences required	Masters Degree in Health Sciences required	Degree in Health Sciences required (Masters preferred)	Degree in Health Sciences required (Masters preferred)	Masters Degree in Health Sciences required	Bachelor of Education
Professional Registration	NO	NO	YES	YES	YES	YES	YES	YES	YES	N/A
Experience	Lived experiences preferred / required	0-2 years	3-4 years	3-4 years	3-4 years	4-5 years	4-5 years	4-5 years	4-5 years	N/A

Distribute harm reduction supplies, support participant / client engagement, co-facilitate health promotion group programming, program information / education materials sharing, and support community events.	YES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
May be required to take additional training such as ASSIST, NVCI, Trauma Informed, Conflict Resolution.	YES	YES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Promotion of individual, group or community well-being through assessment of social needs; delivery of social programs and supporting individual, group or community through removing or preventing systemic barriers.	N/A	YES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Counselling with short term care coordination or long term counselling with minimum care coordination, crisis intervention, system and services navigation, health education and promotion.	N/A	YES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Group facilitation / education.	N/A	YES	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Helps a patient/client develop a plan that coordinates and integrates the support services to optimize the health care and psychosocial possible goals and outcomes.	N/A	N/A	YES	MAY ASSIST WITH CLINICAL ASSESSMENTS	YES	N/A	N/A	N/A	N/A	N/A
Case Management or service coordination – linking a client to specific services including advocacy.	N/A	N/A	YES	YES	YES	N/A	N/A	N/A	N/A	N/A
Collaborative, client-driven process for the provision of quality health and support services through the effective and efficient use of resources.	N/A	N/A	YES	YES	YES	N/A	N/A	N/A	N/A	N/A
Support the client's achievement of safe, realistic and reasonable goals within a complex health, social and fiscal environment.	N/A	N/A	YES	N/A	YES	N/A	N/A	N/A	N/A	N/A
Facilitate the delivery of services, coordinating the steps in those processes from start to finish.	N/A	N/A	YES	YES	YES	N/A	N/A	N/A	N/A	N/A
Assertive, long term, flexible clinical counselling interventions and case management services.	N/A	N/A	YES	ASSISTANCE MAY BE REQUIRED	YES	N/A	N/A	N/A	N/A	N/A
Additional training in clinical assessment and treatment modules: Trauma, Crisis response, CBT etc.	N/A	N/A	YES	N/A	YES	ADVANCE LEVEL THERAPEUTIC TRAINING	N/A	N/A	N/A	N/A
Provides consultation and assistance in program processes and procedures in helping form the day-to-day work of coordinators, community workers or volunteers.	N/A	N/A	N/A	YES	N/A	N/A	N/A	N/A	N/A	N/A
May be responsible for program/research coordination planning, data collection, entry, analysis and reporting.	N/A	N/A	N/A	N/A	YES	N/A	N/A	N/A	N/A	N/A
Developing and managing clients through assertive psychosocial care plans and intervention.	N/A	N/A	N/A	N/A	N/A	YES	N/A	N/A	N/A	N/A
Overseeing the day-to-day operations of a team of health care professionals – including clinical supervision and training development of support staff	N/A	N/A	N/A	N/A	N/A	N/A	YES	N/A	N/A	N/A
May participate in planning, implementing and evaluating policies.	N/A	N/A	N/A	N/A	N/A	N/A	YES (including programs)	YES	YES (Including primary care, public health, or mental health)	N/A
Responsible for the education and training of other allied health professionals.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES		N/A
Work with others to improve the health and well being of the public, provides leadership in preventative health services.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	YES	YES	N/A