

POSTION DESCRIPTION

Position: Health Promoter – District Offices		Number of Positions: 1	
Classification:	FULL TIME CONTRACT	FTE:	1.0 = 35 HOURS PER WEEK
Division:	Health Promotion	Union Group:	CUPE (Canadian Union of Public Employees)
Location:	Geraldton	Anticipated Date of Hire:	As soon as possible
Reports to:	Manager of Oral Health & District Offices	Position Vacancy:	THIS POSITION IS NOT A REPLACEMENT FOR AN EXISTING VACANCY
Salary Range:	\$39.01 - \$45.90 HOURLY	Posting Date:	Jun 3, 2026
Competition Number:	CU-26-14	Deadline to Apply:	Jun 16, 2026 at 4:30pm.
Criminal Record Check:	Required <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Vulnerable Sector Screening:	Required: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

NOTE: Artificial Intelligence (AI) will not be used during the hiring process.

POSITION SUMMARY:

Reporting to the Manager of Oral Health and District Offices, the Health Promoter works as part of a multidisciplinary team to apply a comprehensive population health approach to plan, promote, develop, implement and evaluate health promotion programs at a population health level. The Health Promoter applies their expertise in determinants of health, health promotion and community development to support programming under the current Ontario Public Health Standards. The Health Promoter works with Health Promotion Planners, other health unit staff, coalitions/committees, and professionals to identify program priorities and community needs and provides direct health promotion services and interventions as a comprehensive health promotion strategy.

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DUTIES AND RESPONSIBILITIES:

- Represents the Thunder Bay District Health Unit in a manner which promotes the mission, value, standards and philosophy of the organization.
- Participates in the development, implementation and evaluation achievement of overall program strategic goals and in the development of program operational plans.
- Assists in researching, and applying relevant theories and models to the planning, implementation and evaluation of program initiatives (e.g. stages of change theory, social change theory and population health model).
- Applies evidence based decision-making and best practices to assist with development of program background reports and utilizes this information together with Health Promotion Planners in planning, implementing and evaluating program initiatives.
- Brings to the position and maintains current knowledge of best practices and health status information relevant to program content and community needs in order to effectively participate in program planning and decision making.
- Acts as a resource to community agencies, committees, community groups and public health as they relate to population health level interventions and policy development.
- Assists community partners to increase knowledge and capacity to act on the factors associated with the link between comprehensive health promotion and health.
- Interprets and analyses information in order to provide recommendations for policy and /or program development.
- Initiates and conducts needs assessments in collaboration with manager and key internal and external program stakeholders as appropriate.
- Collaborates with other public health program staff to achieve the program purpose, beliefs and principles.
- Identifies and establishes relationships and acts as a resource and support for key program/community stakeholders and champions.
- Plans and coordinates special events at schools, workplaces and the community at large.
- Prepares and conducts presentations and workshops for community groups/stakeholders.
- Supports implementation of TBDHU social marketing campaigns at the community level.
- Collaborates with community health and social organizations, schools, worksites, and municipal organizations to support implementation of evidence-based comprehensive health promotion strategies to promote positive health practices across the lifespan.
- Performs other duties as assigned.

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QUALIFICATIONS / REQUIREMENTS:

- Minimum of Bachelor's degree in health science or social science.
- Related experience in program planning, development, implementation and evaluation.
- Knowledge of public health sciences including population health, social determinants of health, and applicable legislation.
- Experience in the following areas: Community mobilization; healthy public policy.
- Experience in facilitating training.
- French language proficiency is considered an asset.
- Ability to draft, revise and/or recommend teaching and resource materials.
- Excellent facilitation, team building and conflict management skills as they apply to multidisciplinary teams.
- Ability to work cooperatively as part of a multi-disciplinary team and foster relationships with stakeholders within the Health Unit and within the community.
- Experience in building, contributing to and sustaining effective community partnerships, networks, coalitions and inter-agency teams and building community capacity.
- Excellent written and verbal communication skills, including demonstrated report writing and development and delivery of presentations.
- Excellent organization and time management skills.
- Ability to manage and prioritize a variety of projects and tasks.
- Maintains documentation, keeps records and updates program plans as needed.
- Strong computer skills including a working knowledge of Microsoft Word, Excel, Outlook, PowerPoint, Canva and website content development.
- Ability to work flexible hours which may include overtime, shift work, evenings and weekends.
- Satisfactory police reference check in accordance with TBDHU policy.
- Ability to travel as required within the District of Thunder Bay.
- Maintains current Ontario Driver's license and access to a vehicle.

OCCUPATIONAL HEALTH AND SAFETY:

- Follows all policies and procedures to ensure personal safety and safety of others.
- Reports any equipment or safety problems to supervisor.

The Thunder Bay District Health Unit is an equal opportunity employer.

Upon request, accommodations due to a disability are available throughout the recruitment and selection process.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.