

Internal/External Posting



Family Physician, Black Health and Social Services Hub

Permanent Full time Position: 35 hours per week

Permanent Part time Position: 17.5 hours per week

Salary Range: \$157.81- \$182.40 per hour

Location: Black Health and Social Services Hub in Brampton

This is an existing opening. Artificial Intelligence tools may be used to screen candidates

Organization Background

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment. Our organization is grounded in principles of health equity, and we are committed to delivering services and programs through an anti-racism, anti-oppression lens. We strive to create a healthier community by putting people first and addressing systemic barriers to care.

The Black Health and Social Services (BHSS Hub) is an Afrocentric, culturally-affirming hub offering primary health care, social services and mental health and addictions support to Black, African and Caribbean (BAC) communities in Peel Region. Roots Community Services, LAMP Community Health Centre and the Canadian Mental Health Association (CMHA) Peel Dufferin are partnering to offer this initiative which was being designed with the holistic health of the individual as the primary focus. This ensures that services are easily accessible and closer to home for Black, African and Caribbean (BAC) communities in Peel.

Job Summary

At the heart of our work is an interdisciplinary approach that delivers holistic, community-based care – with a strong focus on individuals who experience barriers to accessing health services. Our team is deeply committed to inclusivity and works within the social determinants of health framework, emphasizing prevention, health promotion, and client education.

Working within the objectives of the program and the standards of the College, the Family Physician works in an interdisciplinary team environment to provide comprehensive primary health care to clients and their families taking into consideration the social determinants of health within a model of care which emphasizes health promotion and prevention through client education. The role is expected to advance community health by using an equity lens and provide services through an anti-racism, anti-oppression framework.

Primary Responsibilities

Client Care

- Provide ongoing client-centred comprehensive primary medical care to individuals of all ages including assessments, diagnosis, counselling, screening, referral, education, treatment and follow-up during contracted hours of service on both a scheduled and urgent basis.
- Provide primary care to the general community with an emphasis on The BHSS Hub's priority populations, which prioritizes Black, African and Caribbean communities in Peel.
- Participate in the rotation for on call among physicians, providing advice to patients (in-person, via phone or other virtual platforms), and dealing with urgent lab results.

- Collaborate with other health care professionals and health promotion services as necessary, and consult as required with Nurse Practitioners and Registered Nurses, to enable them to work within their full scope of practice.
- Ensure complete and up to date documentation of medical records including various performance indicators in accordance with LAMP's funder agreements (e.g. MSAA).
- Answer client enquiries, provide education in a manner which can be understood by the client and when applicable, their families and ensure translation services available as needed.
- Strong clinical skills in diabetes, hypertension, HIV and sickle cell disease management is required.
- Participate in program clinics as required.

Education & Professional Development

- Participate in the supervision and education of medical students/residents.
- Continue to improve professional knowledge, develop skills and remain up to date concerning current trends, especially related to the BHSS Hub's priority populations.

Administrative & Organizational Responsibilities

- Initiate, participate in, or lead program development, delivery and evaluation in collaboration with other clinical and health promotion staff.
- Attend and contribute to organizational events and meetings as required.
- Initiate or participate in the development of clinical policies, procedures and protocols, including medical directives.
- Participate in quality assurance initiatives including chart audits and peer reviews.

Required Qualifications

- A member in good standing with the College of Physicians and Surgeons of Ontario.
- Certification from the College of Family Physicians of Canada.
- A minimum of three years' experience in a primary care setting, and/or community based experience preferred.
- Ability to provide coverage for one evening is required.
- Demonstrated ability to work effectively in an interdisciplinary team environment.
- Excellent interpersonal skills necessary to work effectively with our diverse clientele and across all levels of the organization's workforce.
- Excellent communication skills, both verbal and written, with the ability to clearly convey information and ideas in a respectful manner.
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team oriented atmosphere.
- Demonstrated commitment to and knowledge of the principles of primary health care, community-based health care, harm reduction practices, the social determinants of health and health promotion principles and values.
- Knowledge of immigrant and refugee health, health policies, and the Ontario health system.
- Open minded, eager and willing to constantly learn and improve oneself.
- A valid drivers' license is an asset.
- Knowledge of LAMP's local communities, priority populations and/or a second language that is reflective of the community being served are all preferable assets.

What We Offer

For qualifying full-time and part-time employees and pro-rated to full time equivalent:

Comprehensive Health & Wellness Coverage

- Extended health and dental: coverage for prescription drugs, vision, health practitioners and more
- Group life insurance
- Employee Assistance Program (EAP): free, confidential support
- Healthcare discounts via Altum Health for services like massage therapy and physiotherapy

- Free access to Calm (meditation, sleep stories, self-care tools) and access to employee engagement platform Motivosity
- 4 weeks of vacation to start plus paid sick days
- 11 paid statutory and organizational holidays
- Pension: membership in the **Healthcare of Ontario Pension Plan (HOOPP)**
- No 24-hour rotational shifts (*physicians do support pooled after hours on-call with stipend)
- No overhead costs – EMR, supplies, tech, management and staff support provided

Growth, Purpose & Community Impact

- Paid orientation, ongoing training, and professional development opportunities
- On-site and e-learning, plus access to course fee support
- Opportunities to serve diverse communities through inclusive, client-centered care
- Collaborative work environment focused on innovation and continuous improvement
- Active involvement in internal/external committees and community partnerships
- A workplace committed to equity, diversity, and removing barriers to accessibility

LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups. Requests for accommodation due to disability can be made at any stage in the recruitment process.

Internal applications, please send your resume with a cover letter to Human Resources:

Email Address: recruiting@lampchc.org

Subject: *Job Opening for Family Physician, BHSS Hub*

Internal Deadline: *5:00 pm on Tuesday, June 23, 2026*

External applications, please apply through LAMP website: **<https://lampchc.org/get-involved/employment/>**

External Deadline: *Open until filled*

We thank all applicants for their interest. However, only those selected for interviews will be contacted. No phone calls please.