wanasah

Program Manager – Full Time

ABOUT WANASAH

Wanasah is a new mental health agency created to address the urgent mental health and addictions needs of Black youth and their families through effective Black-centric mental health services in the community. Wanasah recognizes the need for inclusive, trauma-informed care with meaningful incorporation of spirituality and community voice in its programming. We work within an anti-racist, anti-Black-racist, and anti-oppression framework that incorporates principles of intersectionality. Wanasah is based in Regent Park, Toronto.

This is an exciting opportunity to be part of an organization that is passionate about making a positive difference in the lives of Black youth in Toronto. The successful candidate will work with a small, dedicated team to develop, evaluate, and adapt an innovative model of care.

More information about Wanasah is available at www.wanasah.ca.

Position Summary

Wanasah is seeking a Program Manager to lead a team working with Black youth aged 12–25 with mental health and addictions concerns and their families in Regent Park and neighbouring areas. Regent Park has a large Black East African community along with other diverse Black populations that make up our client base. These youth and families may be experiencing serious diagnosed or undiagnosed mental illness, problematic substance use, grief or loss, involvement with the criminal justice system, and/or a mental health crisis.

The Program Manager's primary role is to lead and manage a team and drive program development and implementation. The Program Manager reports directly to the Executive Director and line-manages the frontline team of approximately 8-12 people. The successful candidate will understand and apply a Black-centric, person and family-centred, spiritually affirming, trauma -informed approach.

The Program Manager collaborates and builds partnerships with a diverse range of stakeholders to plan and operationalize services which align with Wanasah's mission and vision of improving access to effective and holistic mental health services. This position is responsible for annual planning, fiscal management, and implementing and maintaining standards of professional practice.

Responsibilities Include:

● Provide strong clinical and administrative leadership to an interdisciplinary team of health professionals, overseeing day-to-day operations to ensure high-quality programming, grant compliance, and implementation of best practices, and monitor and accurately report on program quality and effectiveness.

● Lead program planning, implementation, monitoring and evaluation including contributing to grant writing/reporting and annual planning/reporting activities.

● Line-manage program staff, including recruitment, hiring, onboarding, scheduling, professional development, and performance management, in line with organizational policy and HR practice.

● Promote and represent Wanasah externally with key stakeholders, partners, and community members.

● Create a safe environment which supports creativity and innovation in the delivery of client services for Black youth and families.

● Implement, promote, and comply with Wanasah's policies and procedures — including those relating to privacy and confidentiality — to ensure high professional standards of practice and the highest possible quality of care for clients and their families.

● Ensure clinical staff have access to supervision and support in addressing clients' complex needs, through trauma-informed, evidence-informed practice that meets professional standards.

● Foster a climate of mutual support and development for staff and volunteers that promotes their well-being.

● Develop, implement and lead Occupational Health and Safety protocols within Wanasah ensuring compliance with the OHSA, organizational policy and accreditation standards.

● Ensure service delivery is consistent with Wanasah's mission and vision, and complies with funder requirements, professional standards, and relevant legislation.

● Perform other duties as assigned

Requirements:

● Master's degree in a related field (e.g. Social Work, Counselling, Psychology, Occupational Therapy, or Nursing).

● Minimum 2–3 years of supervisory and/or management experience, including demonstrated effectiveness managing a team and designing, leading, and implementing programs in community mental health settings.

● Inspiring and effective leader with strong people management skills and a proven ability to apply leadership best practices.

● Experience volunteering or working in community-based organizations.

● Interest in, and experience with, quality improvement and program monitoring tools

● Excellent written and verbal communication skills.

● Understanding of, and/or openness to, spirituality and/or faith in providing meaningful mental health and substance use/addictions services.

● Thorough understanding of community engagement and partnership

● Lived experience of anti-Black racism or extensive understanding of, and commitment to, resisting anti-Black racism

Information about the position:

● Some urban home visiting/community visits required.
● Staff are expected to work in a variety of environments.
● The standard work week is Monday to Friday; some evening or weekend coverage is anticipated.
● A medical/dental benefits package is included.

Remuneration:
Hiring Range: $82,539 to $87,124
Salary Range: $82,539 to $100,881

The hiring range is determined by your qualifications, experience, and alignment with the role's requirements. The salary range reflects potential progression based on time in the organisation during your employment.

Please submit a cover letter and resume to info@wanasah.ca

We are committed to championing accessibility, diversity and equal opportunity. Requests for accommodation should be made when contacted.

While we thank all individuals for their interest, only those selected for an interview will be contacted.