



LEAD II, HIV CLINICAL CARE INITIATIVES

REPORTS TO: Director, HIV Care Cascade Initiatives
STATUS: Permanent, Full-time – Hybrid Position
SALARY RANGE: C\$79,567.50 to C\$97,857.99 per year
LOCATION: 1300 Yonge Street, Toronto, ON

ABOUT US

The Ontario HIV Treatment Network (OHTN), established in 1998, is a nonprofit organization with a mission to improve the health and lives of people living with and at risk of HIV by using data and evidence to drive change. We work with three main types of partners -- 1) testing programs and clinics; 2) AIDS service and other community-based organizations; and 3) policy and system leaders within and beyond the health sector – to support the implementation of the provincial HIV strategy, priorities, and directions.

ABOUT THE ROLE

The Lead II, HIV Clinical Care Initiatives (Grade IV), is responsible for advancing OHTN's HIV Clinical Care and provincial HIV testing projects and Initiatives. This role will work closely with internal and external interest holders to develop, implement and evaluate projects, initiatives and interventions that will improve testing and clinical care, helping us meet or exceed the UNAIDS 95-95-95 targets, and improve quality of life for people living with HIV. The OHTN offers health and dental benefits, participation in a defined pension plan (HOOPP), generous paid time off, professional development funding, and a hybrid work arrangement. This is also a unionized position.

JOB RESPONSIBILITIES

Program planning and coordination

- Ensures the use of data and research to strengthen access to HIV testing and clinical care through population-specific, equity-informed, evidence-based initiatives.
- Develops and maintains assigned sections of the program plan and work plan.
- Tracks and reports on assigned program plan and work plan activities, objectives, and outcomes/impacts.
- Completes assigned deliverables on time, balancing competing priorities.
- Plans and coordinates meetings of, and educational events for OHTN networks and committees in conjunction with co-chairs.

Partnerships and sector engagement

- Supports OHTN in maintaining effective partnerships across the HIV sector and beyond to identify priorities for achieving the HIV care cascade goals outlined in the Ontario Advisory Committee on HIV/AIDS: HIV Action Plan to 2030.

- Works with clinicians and external partners to plan activities that increase access to stigma- and discrimination-free HIV testing and clinical care.
- Works closely with the Director by engaging with clinicians and external partners to identify current and emerging barriers to stigma- and discrimination-free HIV testing and clinical care (including retention in care).

HIV clinical care resources, and guidelines

- Develops, maintains and updates existing HIV testing and clinical care resources
- Leads review, promotion, and dissemination of HIV Testing and Clinical Care guidelines associated training materials, and any other relevant guidelines
- Works closely with Director and clinical partners to optimize uptake of best practices in HIV testing and HIV care

Research, incubator initiatives, monitoring and evaluation

- Leads the development and expansion of HIV testing and clinical care in Ontario, and related internal incubator initiatives
- Coordinates monitoring and evaluation of research and incubator projects, and the scale-up of these projects in Ontario clinics
- Leads production of biannual surveys, and needs assessments

Knowledge sharing, reporting, and products

- Liaises with clinicians, external interest holders, and OCN clinics to capture and disseminate clinical trends and updated evidence
- Identifies current clinical issues to inform agendas and programs for network or committee meetings and Education Days, and other OHTN events
- Maintains the regular review of, and updates Ontario's HIV testing and clinical care websites and toolkits
- Collaborates with the Communications team, other internal OHTN teams, clinicians, and interest holders to develop webinars and other knowledge sharing products to:
 - improve access to HIV stigma- and discrimination-free HIV testing, clinical care, retention strategies, and re-engagement in care strategies
 - awareness of clinical benefits of rapid initiation of treatment amongst HCP, including U=U
 - improve overall quality of life of people living with HIV
- Create reports, as required, for the OHTN Board of Directors, and Ministry of Health on program plan, and project milestones and deliverables
- Supports the development of presentations, research reports, and peer-reviewed publications

- Master's degree (or equivalent combination of education and experience) in a relevant field (e.g., health sciences, social sciences, nursing, public health, health policy, or related).
- Minimum 5 years' relevant experience in the HIV and/or broader health sector; domestic or international clinical experience is an asset.
- Excellent knowledge of HIV testing and clinical care pathways are assets
- Advanced knowledge of HIV and STBBIs, including related sexual and/or mental health issues affecting people living with, or at risk of, HIV; understanding of MEPA/GIPA principles.
- Demonstrated experience in program/project development and evaluation across the HIV care cascade (e.g., U=U, stigma- and discrimination-free care, retention in care, re-engagement strategies).
- Strong communication and interpersonal skills, with ability to tailor messaging and work effectively with diverse audiences (community members, stakeholders, service providers, and senior government officials), including in-person and remote teams.
- Strong analytical, problem-solving, and organizational skills.
- Proven project management ability, including managing multiple projects and shifting priorities in a fast-paced environment; self-directed, detail-oriented, and able to meet tight deadlines.
- Strong writing skills, including developing resources aligned with audience needs.
- Experience with research ethics applications/processes is an asset.
- Strong computer skills, including MS Office (Word, Excel, Publisher, PowerPoint, Outlook) and tools such as Canva, SurveyMonkey, and REDCap.
- Eligibility for membership in a relevant regulated college (e.g., CNO, CPSO, OCSWSSW) is an asset.

HOW TO APPLY

If you are interested in this position, please submit your application via e-mail to careers@ohtn.on.ca

- Please use **"2026.02 – Lead II, HIV Clinical Care Initiatives"** as the subject line
- Your cover letter and resume should be attached as a single PDF/Word file

APPLICATION DEADLINE: January 23, 2026

We would like to thank all applicants in advance for their interest in the OHTN, but only candidates receiving serious consideration will be contacted. No phone calls or agencies please.

We welcome those who strive to understand and appreciate the diversity of our network, population, and community. Committed to Anti-Racism and Truth & Reconciliation efforts, the OHTN is dedicated to treating everyone respectfully and fairly. We are also committed to the greater involvement and meaningful engagement of people living with HIV/AIDS ([GIPA/MIPA](#)) in all that we do. We welcome applications from persons living with HIV/AIDS and from diverse backgrounds - no matter their race, ethnicity, sex, gender identity and expression, sexual orientation, nationality, socioeconomic status, religion, caste, language, age, and health or other status - to join our team.

We continuously act to implement our Anti-Black Racism and Truth & Reconciliation plans and our DEI policy, fostering equitable, inclusive and accessible processes throughout our entire organization. If you

require any accommodations during the hiring process, please do not hesitate to let us know and we will work together to meet your needs.