

## POSITION

Lead, Public Policy & Health Economics

## ORGANIZATION

Addictions and Mental Health Ontario (AMHO)

## LOCATION

Toronto, ON (Hybrid)

## EMPLOYMENT TYPE

New position

## HIRING SALARY RANGE

\$84,000 to \$90,000

### About the Organization

Addictions and Mental Health Ontario (AMHO) represents over 150 organizations that provide front-line substance use, addiction, and mental health support and services. AMHO members support Ontarians through their mental health and substance use health challenges by providing community-based and hospital-based services including counselling, structured psychotherapy, case management, crisis support, withdrawal management, live-in addictions treatment, peer support and consumer-survivor programs, harm reduction, and supportive housing.

We engage our members, government, and allies to lead change that will revolutionize the addiction and mental health care experience for people in Ontario. AMHO is known for its thoughtful, evidence-informed research projects, policy advocacy, capacity building and system transformation initiatives, knowledge exchange, education, and quality improvement programs. We are a small, energetic, and nimble team dedicated to advancing AMHO's mission.

In addition to market competitive compensation, we offer an industry-leading benefits package including health and dental coverage, a defined-benefit pension plan (HOOPP), generous paid time off, and the flexibility of a hybrid work environment.

### About the Opportunity

Reporting to the Director, Communications and Public Affairs, the Lead provides health policy and health economics research expertise to advance AMHO's strategic priorities and support a high-performing, evidence-informed, and equity-focused mental health, substance use health and addictions care (MHA) system in Ontario. The role leads policy research and analysis and health economics activities; develops clear, decision-ready products (e.g., briefings, reports, presentations, and key messages); and recommends options for consideration by the Director and senior leadership. The Lead builds and maintains relationships with members, government, researchers, and allied organizations, and represents AMHO in policy discussions as assigned. The role may also lead discrete projects and partnerships, including deliverables and reporting requirements.

This role is well suited to an emerging leader in public policy and health economics who is looking to deepen their expertise and grow their influence within a mission-driven environment. This is an individual contributor role with no formal direct reports; however, the successful candidate will play a key role in shaping policy direction and contributing to organizational priorities.

## Key Accountabilities/Responsibilities

- Develop annual public policy plan encompassing core issues, including position statements and opportunity/issue analysis.
- Monitor and analyze legislation, regulation, and policy directions affecting AMHO members and Ontario's MHA system, with a focus on AMHO's strategic priorities.
- Prepare high-quality, decision-ready materials for senior leadership (e.g., briefings, issue notes, backgrounders, reports, presentations, key messages, and Q&A) that synthesize evidence, trends, risks, and opportunities.
- Research, assess, and recommend legislative, regulatory, policy, and program options to improve health system outcomes incl. equity, quality, sustainability, and cost effectiveness.
- Develop and apply health economics models and analyses to support AMHO's policy positions and planning.
- Engage members and stakeholders to understand needs and perspectives and to inform AMHO's analysis, recommendations, and issues management.
- Lead or collaborate on policy and health economics projects and partnerships, including scoping, proposal development (funding and partnership), implementation, evaluation, and reporting to senior leadership and funders.
- Partner with the Health System Transformation team to co-lead and/or contribute to special health system policy projects that support MHA leaders and workers.
- Contribute policy content to AMHO communications and publications (e.g., web content, member bulletins, and materials for member or public audiences), as requested.
- Support development of programs for AMHO conferences and events, as needed.
- Respond to member, partner, and government inquiries, providing timely support on policy matters.
- Act as the responsible person for the Director, Communications and Public Affairs in their absence.

## Qualifications

### Education and Experience

- Bachelor's degree in health economics, health policy, health studies, or a related field required; master's degree preferred.
- 5+ years of progressive experience in health policy, health system planning, and/or health economics, with demonstrated ability to lead work independently and advise senior leaders.
- Demonstrated experience developing and applying health economic analyses and/or models to inform policy, planning, or funding decisions (asset).
- Demonstrated experience working with research and data (quantitative and qualitative), including translating evidence into actionable policy recommendations.
- Demonstrated experience developing and monitoring multi-faceted operational and work plans (including milestones, dependencies, and reporting).

### Skills, Knowledge, and Abilities

- Knowledge of Ontario's mental health, substance use health, and addictions system and policy environment (asset).
- Knowledge of public administration in Ontario, including policy development, implementation, evaluation, and funding and accountability mechanisms.
- Strong applied research and analytics skills (quantitative and qualitative), including synthesis of evidence for policy analysis and evaluation.
- Demonstrated ability to exercise sound judgment, manage ambiguity, and develop practical recommendations for senior decision-makers.
- Commitment to advancing health equity and embedding equity, inclusion, diversity, and anti-racism principles into policy work.
- Strong stakeholder engagement and relationship management skills, including the ability to build networks of subject matter experts and represent organizational perspectives.

- Excellent written and verbal communication skills, including the ability to translate complex ideas for diverse audiences.
- Strong project management, prioritization, and work planning skills in a fast-paced environment.
- Strong collaboration skills and ability to work effectively across teams and with external partners.
- High proficiency with Microsoft 365 and online meeting platforms (e.g., Zoom).
- Fluency in written and spoken English; French language skills are an asset.

Please inform us if you require any accommodation during the hiring process. We thank all applicants in advance, however, only those under consideration will be contacted.

Addictions and Mental Health Ontario is an equal opportunity employer, and we are committed to building an inclusive, diverse, accessible and respectful workplace. AMHO always encourages people with lived experience with addiction and mental health service delivery to apply. If you are interested in this position, please submit your resume online.

Please note: we are only accepting applications from those authorized to work in Canada and we are not currently sponsoring any work visas.

AMHO is working in partnership with HR à la carte for our recruitment efforts.

Use of AI in Hiring: Some stages of our recruitment process may use AI-assisted tools to support recruitment efforts; however, all applications are screened and assessed by human reviewers. In addition, all final hiring decisions are made by humans.

General Link:

<https://hrlacarte.applytojob.com/apply/0qhDvjj0Cf/Lead-Public-Policy-Health-Economics>

Policy Jobs Link:

<https://hrlacarte.applytojob.com/apply/0qhDvjj0Cf/Lead-Public-Policy-Health-Economics?source=policy>