



Chief Executive Officer (Directeur général)

An exceptional opportunity for a bilingual, progressive health care executive with a strong commitment to patient-centred care, to lead a dynamic hospital with a mission “To promote health and provide compassionate care for our communities through the cycle of life.” within a culture based on compassion, innovation and excellence.

About the Hospital

The **Hawkesbury and District General Hospital (HGH)** is a bilingual, full-service regional hospital providing compassionate, safe and high-quality patient care to the residents of Prescott-Russell in Eastern Ontario and surrounding areas. HGH delivers a full range of programs and services from its main campus and the Mental Health and Addiction Regional Centre in Hawkesbury, and two satellite centres in Clarence-Rockland and Casselman respectively. HGH is transforming into a regional model hospital in Ontario through its major redevelopment project and a \$200-million investment in state-of-the-art technology and infrastructure.

About the Role

As **Chief Executive Officer (CEO)**, you will play a critical leadership role in the **Hawkesbury and District General Hospital's** transformation while guiding this growing organization of “Dedicated people pursuing healthcare excellence through teamwork, innovation and leadership” to new levels of excellence. Reporting to the Board of Directors, you will provide direction for HGH on strategy and organizational effectiveness; people leadership and culture; programs, resources and financial stewardship; communication and counsel; advocacy and ambassadorship; and medical and clinical affairs.

With a patient-centred focus, you will establish the Hospital's annual operational plan, and ensure the alignment of the Hospital's corporate strategic plan, administrative structure, organizational culture, and quality and business systems in pursuit of the HGH's strategic priorities. Leading by example, you will measure and monitor organizational effectiveness using best practice methods across a balanced scorecard of performance metrics that define the organization's quality improvement priorities and broader strategic priorities.

As CEO, you will ensure that effective systems are in place to support, deploy and sustain programs and services, facilitate operational performance improvement in all sectors, as well as apprise the Board of organizational performance results along with plans to sustain or improve said performance. As patient care expectations and delivery systems change, your strengths as a transformational leader will enable you to evolve the organizational strategy, structure, culture and skills to support these changes and drive continued success.

This is an exciting opportunity to be a role model for HGH core values and lead the ongoing development of a just culture focused on continuous improvement, as well as an active sponsor for large-scale organizational change initiatives by being active and visible throughout the change process. As the Hospital's ambassador, you will advocate not only for the interests of HGH but also for the health care needs of the community at the regional, provincial and national levels, and establish collaborative working relationships within government and across the health care system, and actively partner with stakeholders to improve regional health care delivery.

About the Candidate

This key senior mandate calls for exceptional leadership and management competencies developed through progressive, extensive experience as a health care executive, and demonstrated experience influencing change at a systems level and leveraging initiatives and partnerships to advance Hospital interests and improve the broader health care system. A master's degree in Health Administration, Business Administration or equivalent, and a Certified Health Executive (CHE) designation through the Canadian College of Health Leaders (CCHL) are required, along with fluency in both English and French. Clinical experience would be considered an asset.

An excellent relationship builder focused on developing trust, engagement and awareness, you know how to establish and maintain relationships within and outside the Hospital community while upholding the highest standards of ethics, integrity and accountability. Your track record of achievements attests to your solid understanding of the Ontario health care system, experience working within a regional health care system, strong health care administration and financial acumen, and demonstrated commitment to the highest levels of quality and safety.

Recognized as a highly credible, inclusive and collaborative leader, skilled at communicating, and executing on, a clear and compelling vision, you have sound governance knowledge and previous experience reporting to, or serving on, a Board of Directors. A strong understanding of, and commitment to, the values of Accountability, Innovation and Respect, and an ability to influence others and create a desired organizational culture will also prove invaluable in this capacity.

To apply to this executive role in health care administration, submit your application to **Phelps** at careers@phelpsgroup.ca, **specifying the job title in the subject line of your e-mail**. Application deadline: **April 15, 2022**.



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At HGH, we are committed to promoting an accessible work environment where all employees and candidates feel respected. We support the principles of adaptation in the workplace. If you need workplace accommodation during any stage of the recruitment process or anytime thereafter, please notify a member of the Human Resources team. We will be pleased to assist you and accommodate your needs.
