



Job posting: Humber River Family Health Team

Full Time Permanent: Executive Director

Please Quote: HRFHT Executive Director in the Subject Heading

About the Organization:

Since 2011 our family health team, together with over 34 physicians operating from six sites has been providing care to the patients in their communities. Humber River FHT comprises nurse practitioners, registered nurses, social workers, dietitians, chiropractors, and a pharmacist. The FHT works closely with our community partners to provide services that respond to the health needs of our patients and community members.

We offer health promotion and disease prevention programs, recognizing that culture, race, ability, and social (and economic) location can determine how patients' access, receive, and internalize health care. Strong partnerships are cultivated and sustained with our community, and we work hard to ensure that programs and services are effective, respectful, and embrace the ethnic and cultural diversity of the community we serve.

Our **Executive Director** will provide leadership, guidance, and support to our Family Health Team and help us fulfill our mission to provide quality, interprofessional primary care for our patients and community members.

As the **Executive Director** of HRFHT, you will assist the Board of Directors in implementing the strategic direction for the FHT. You will collaborate with the lead physician, the whole FHT and other key stakeholders to cultivate shared goals, build community and advocate for the core values that guide our organization.

You will bring to HRFHT your solid management skills and experience in leading or directing a health or human service organization. Your ability to collaborate and establish strong and supportive relationships with the Board of Directors, community partners, and our subregion, will be important to meet the demands facing FHT.

As an **Executive Director**, you will inspire and motivate others to succeed and help to build competent and empowered and high functioning teams.

Some of the major responsibilities of the Executive Director comprise the following:

- a) Prepare background information as required by the Board of Directors on issues related to strategic planning, formulating/revising board policy, monitoring performance and ensuring financial stability/ sustainability.
- b) Inform the Board of Directors of local, provincial, and federal government policies and/or family health care trends that affect the overall operation and performance of the organization
- c) Ensure that operational policies and procedures are in place to respond to the

requirements specified in legislation and regulations.

- d) Develop, implement, and monitor an organizational design that enables the organization to achieve its mission, mandate, and strategic directions.
- e) Exercising leadership and developing an organization that can adapt to the changing needs of the patients served by the organization.

What you can expect from us:

- a) Respect, appreciation, and encouragement throughout your employment with the FHT
- b) A diverse and inclusive environment where individual differences are celebrated, and you're encouraged to be your best self and work to your full potential
- c) A collaborative and transformative environment where we work together to succeed as a team
- d) Learning opportunities to help you grow so that you can be creative, innovative, and passionate about your work
- e) On-going support, guidance, and mentorship
- f) Comprehensive benefit package including RRSP matching

What we need from you:

- a) A minimum of five years of progressive management experience or a suitable combination of education and experience; (required)
- b) Risk & financial management (required)
- c) Organizational change management experience and sound knowledge of HR (required)
- d) Master's degree in Business and or Health Administration; (asset)
- e) Experience leading an interdisciplinary team within a primary care setting (asset)
- f) Experience working with a non-profit organization Board of Directors (asset)

Remuneration:

- The current salary is \$106,852, plus access to benefits and RRSP plan.

How to Apply:

- Please apply through Indeed, or through AFHTO. We apologize, but only candidates invited for an interview will be contacted.
- Please forward your resume to hrfht.com

Please note, this Executive Director posting will close on February 1, 2024.



We remain committed to creating workplaces that reflect the communities in which we operate. We are actively seeking applicants from all religions and ethnicities, LGBTQ2s+, Black, Indigenous, racialized people, and persons with disabilities and encourage people from all backgrounds to apply.

Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the Bona-fide requirements for the open position. Applicants need to make their requirements known when contacted.