

Director, People and Culture Children's Hospital of Eastern Ontario (CHEO)

Location: Ottawa

CHEO is one of the few stand-alone, global leaders in pediatric health and is home to nearly 4,500 staff and physicians dedicated to helping children and youth live their best lives. Within its own walls and through partnerships with community providers, CHEO has transformed from a 20th Century acute care hospital into a 21st Century integrated child and youth health system. Ranked in the top 1% of Canadian hospitals for the digitization of its clinical infrastructure, CHEO combines excellence in clinical care, research, and education to advance seamless care that's provided where, when, and how it is needed.

CHEO has twice been named as the best place to work in Canadian healthcare by Forbes Magazine and is ranked second among Canadian hospitals on its list of Canada's Best Employers for 2021. For the 12th consecutive year in a row, the editors of Canada's Top 100 Employers has recognized CHEO as a top employer in the National Capital Region.

In the coming years, the CHEO campus will undergo redevelopment which will include significant capital projects throughout the organization with a focus on creating spaces that support their integrated care delivery model. This will also allow for a renewed focus on innovative models of care to ensure that critical services are readily available, and support decreased wait times for children, youth, and families. Similarly, health human resources will be another element of focus as CHEO seeks to retain experts, expand the team, and foster linkages to the community.

Reporting to the Chief Talent Officer (CTO), the **Director, People and Culture** plays a central role in fostering CHEO's excellent workplace environment. You will lead a multidisciplinary team to develop and implement progressive human resources practices that align with organizational needs, current and future, while ensuring compliance with policies, procedures, employment legislation, and collective agreements. As Director, you will be relied upon to act as a trusted business partner, providing expert advice on areas of employee and labour relations, operations, compensation and benefits, organizational development, talent management, accommodation, occupational health and wellness and workforce analytics in support of operational and financial responsibilities.

As the ideal candidate, you are a Master's-prepared leader with a minimum of seven (7) years' experience in key areas of human resources, ideally within a similar, unionized healthcare environment. You are a collective problem solver whose strong advisory, negotiation, and decision-making capabilities make you a trusted partner to management in times of change. Your exceptional interpersonal skills and ability to forge and maintain relationships make you an effective leader, mentor, and partner to your team and stakeholders alike. Experience in labour relations as well as fluency in both official languages will serve you well.

If you are interested in this impactful leadership opportunity with one of Canada's most respected paediatric healthcare organizations, please contact John Caminiti and Olivia Pfeffer of Boyden at 613-868-9866. To apply for this position, please submit your application and related materials to opfeffer@boyden.com and **state the title of the position in the subject line of your e-mail.**

We thank all applicants for their interest, however only those under consideration for the role

will be contacted.

CHEO is committed to building diverse, equitable, inclusive, and accessible working environments and welcomes those who would contribute to the further diversification of staff including, but not limited to, women, racialized persons, Indigenous peoples, persons with disabilities, and persons of any sexual orientation or gender identity to apply.