

Kingston Health Sciences Centre

Centre des sciences de
la santé de Kingston

Executive Vice President, People, Mission & Partnerships

In 2017, a landmark integration reshaped the healthcare horizon of southeastern Ontario, as Hotel Dieu Hospital (HDH) and Kingston General Hospital (KGH) joined forces, giving rise to the Kingston Health Sciences Centre (KHSC), the only academic health sciences centre and tertiary care facility between Ottawa and Toronto. This merger was more than a unification of facilities; it was a fusion of histories, expertise, and visions, setting a new standard in healthcare excellence. Comprised of KGH, HDH, the Cancer Centre of Southeastern Ontario and the Kingston General Health Research Institute, KHSC has emerged as a formidable hub for complex acute and specialty care, pioneering research, and dedicated teaching. As a beacon of innovation and compassion, KHSC has become a provincial resource for both adult and pediatric care, anchoring the region in achieving a brighter, healthier future.

The Position

As a member of the Senior Leadership Team, the Executive Vice President, People, Mission, and Partnerships (EVP) will be a catalyst for change, igniting the passion, engagement, and peak performance of all staff. This dynamic leadership position will be pivotal in embodying the mission and values in every action and ensuring the successful execution of the Annual Corporate Plan in support of the organization's strategy. Further, he/she/they will serve as an outstanding ambassador for KHSC in developing and enhancing strategic partnerships with other organizations to improve the continuum of care for clients and their families. In this role, the EVP will provide strategic and operational leadership that transcends traditional boundaries, working in tandem with the team to achieve KHSC's strategic directions. In addition, the position will influence and be accountable for the planning, implementation and evaluation of strategies that will ensure the organization meets its annual corporate targets and goals.

Key leadership initiatives for the new EVP will be to:

- Work closely with EVP colleagues in driving the evolution of corporate goals as environmental factors necessitate change and redirection.
- Collaborate with the Senior Leadership Team, physicians, staff, patients and families, and partners, to lead, plan, and deliver healthcare services with a focus on People, Mission, and Partnerships.
- Support the organization in its achievement of key clinical, academic, and research milestones that drive a high performing, compassionate, caring, and innovative patient-focused culture.
- Promote a mission-driven, ethical, and compassionate culture that champions diversity, equity, and inclusion, while fostering shared values, and a commitment to service.
- Continue to advance an ambitious Strategic Plan by executing on deliverables that enhance clinical excellence, support teamwork, and collaborative/integrated models of care in a rapidly changing healthcare world.
- Facilitate and strengthen KHSC's relationship with its system partners to improve access, flow, and coordination of services, while continuing to advance partnership efforts and other integrated care initiatives and collaborations, ensuring a strong regional presence.
- Cultivate strong relationships with key stakeholders, including internal teams and community partners, to support a cohesive, mission-driven team culture that focuses on collective achievements.



- Oversee the development and implementation of strategies that focus on optimizing operational performance, reinforcing fiscal accountability, and improving value for money.
- Implement effective strategies aligned with organizational priorities that complement the operational agenda, while ensuring resources effectively meet demand.

Experience

The successful candidate will have progressive senior-level experience in a complex health system and/or a similarly complex, highly unionized environment/sector, including experience at the executive level contributing to enterprise-wide strategic directions and achievements. The candidate will have a demonstrated ability to engage, motivate, and mentor a high-performing team and help foster an organizational strategy that effectively aligns internal and external corporate goals. A proactive and pragmatic leader, the successful candidate will have the ability to foster a collaborative culture, and to implement effective business processes that promote people, mission, and partnerships. Recognized as a trusted advisor who is successful in building relationships, you have demonstrated your commitment to implementing innovative best practices and inspiring a high-performance culture. The candidate must demonstrate a track record of getting extraordinary things done in organizations through effective change leadership and modelling the way, challenging accepted practices and views, inspiring a compelling vision, enabling others to perform, measuring results, and encouraging hearts and minds. To confidentially explore this opportunity, please email your resume, quoting the appropriate position title, to Judy Mandelman or Nancy Lismer, at resumes@promeus.ca.

