

# Vice President of People & Chief Human Resources Officer

**Lead with Purpose. Grow with Us. Make an Impact.**

At Deep River and District Health (DRDH), our purpose is to care for every person like a loved one within a connected system - empowering our team, so patients and residents feel secure, comfortable, and well-cared for. As a vibrant multi-sector health campus including a hospital, long-term care and family health team in the picturesque Ottawa Valley, DRDH blends the benefits of small-town community living with an innovative and forward-thinking healthcare approach.

With an unwavering commitment to compassion, excellence, and innovation, DRDH is entering an exciting phase of growth and transformation, expanding our services to meet the evolving needs of our community. As we launch the growth of our workforce to support this expansion, we are seeking a strategic, forward-thinking, and people-centered leader to serve as our Vice President of People and Chief Human Resources Officer (VPP & CHRO). This pivotal role will shape the future of healthcare talent, workforce strategy, and organizational culture, ensuring that DRDH remains an employer of choice in an increasingly competitive healthcare landscape.

## Your Impact

As the VPP & CHRO, you will be a key member of the executive leadership team, reporting directly to the President & CEO. You will drive DRDH's People Strategy, ensuring that our workforce is engaged, valued, and prepared to meet the needs of our growing health system and campus.

This is a transformational leadership role, responsible for fostering a high-performing, inclusive, and innovative culture that reflects DRDH's commitment to excellence in patient and resident care.

You will lead the **People & Culture portfolio**, overseeing:

- ✓ **Workforce Growth & Talent Strategy** – Lead strategic workforce planning and talent acquisition to support DRDH's expansion.
- ✓ **Leadership & Organizational Development** – Empower leaders at all levels to thrive in a dynamic healthcare environment.
- ✓ **Workplace Culture & Engagement** – Champion a workplace where every team member feels supported, valued, and able to grow.
- ✓ **Diversity, Equity & Inclusion** – Foster an environment of belonging and inclusivity.
- ✓ **Labour Relations & HR Strategy** – Ensure positive labour relations and drive progressive HR practices.
- ✓ **Health, Wellness & Safety** – Support a culture of well-being, resilience, and psychological safety.

✓ **HR Transformation & Change Management** – Lead modernization of HR systems and processes to align with DRDH’s evolving needs.

## What You Bring

- ✓ **Executive HR Leadership** – A visionary HR leader with at least 10 years of progressive HR experience, including leadership at an executive level.
- ✓ **Strategic Workforce Planning**– Proven expertise in scaling and developing workforces to support growth and expansion.
- ✓ **HR Expertise** - Deep understanding of HR best practices, employment legislation, labour relations, and talent strategy.
- ✓ **Healthcare or Complex System Experience** – Experience in healthcare, public sector, or similarly complex environments is a strong asset.
- ✓ **Education & Credentials** – A Master’s degree in Human Resources, Business, Organizational Development, or a related field. A CHRL or CHRE designation is preferred.
- ✓ **Transformational Leadership** – Ability to drive organizational change, culture-building, and leadership development.
- ✓ **Collaboration & Influence** – A trusted advisor with exceptional communication and relationship-building skills.
- ✓ **Commitment to People & Community** – A champion of employee experience with a deep passion for rural healthcare and community well-being.

## Why Join DRDH?

At DRDH, you are more than an employee—you are part of a mission-driven team shaping the future of rural healthcare. We offer:

- ✦ A supportive, close-knit team dedicated to making a difference.
- ✦ Growth & learning opportunities in an environment that values professional development.
- ✦ A chance to lead innovation in a progressive multi-sector health campus.
- ✦ The opportunity to work and live in a beautiful, family-friendly community.

Are you ready to shape the future of people and culture at DRDH? If you are a visionary HR leader looking for a meaningful leadership role, apply today and be part of our exciting journey!