

Chief Executive Officer - Grand Erie Public Health (GEPH)

Lead the future of public health in Grand Erie—where legacy meets possibility.

Grand Erie Public Health (GEPH) is one of Ontario's newest public health organizations, established on January 1, 2025, through the voluntary merger of the Haldimand-Norfolk Health Unit and the Brant County Health Unit. Together, we've united two proud and respected legacy organizations to form a resilient, community-focused and people-powered health unit—enhancing our collective capacity to serve a growing and diverse population across urban, rural, and Indigenous communities.

Our story is just beginning. As we build this new organization from the ground up, we are guided by a **shared purpose: to promote, protect, and enhance the health of our communities through equity, service excellence, and innovation.** With nearly 200 dedicated staff, GEPH is well-positioned to deliver integrated, equitable, and forward-looking public health services that reflect the unique strengths and needs of the communities we serve. We are aligning cultures, systems, and services—with the full strength of our talented, passionate team behind us.

This is more than an integration. This is transformation—an opportunity to drive lasting, long-term change and embed excellence across every level of the organization.

Now, we're seeking an inspiring and innovative leader to guide us through this once-in-a-generation period of change—as our next Chief Executive Officer (CEO).

The Opportunity: Inspire Our Future

This is a rare opportunity to shape the future of public health at a foundational moment. As CEO, you will work in close partnership with the Medical Officer of Health (MOH) and report directly to the Board of Health. Together, you'll champion the organization's evolution, foster a high-performing and inclusive culture, and ensure that GEPH delivers exceptional, equitable programs and services across the region.

You will be more than an executive leader—you **will be a unifier, a builder, and a visionary.** You'll lead the integration of programs, systems, and teams while nurturing a culture rooted in wellness, collaboration and community connection. Your leadership will help shape what public health can and should be—for this generation and the next.

Who You Are

You are a courageous, compassionate, and strategic leader with a proven track record of leading through complexity. You bring both the vision and the discipline to drive large-scale transformation, while centering staff and community voices in everything you do. You are:

- A values-driven leader with a deep commitment to public service excellence and community well-being
- An experienced executive with a strong track record of senior leadership in the public sector, healthcare, broader public service, or other leadership positions that align with purpose-driven organizations like GEPH
- A strategic thinker who can translate vision into action, set priorities, and make decisions that balance innovation, risk, and accountability
- A financially savvy leader with extensive experience overseeing complex budgets, aligning resources with strategy, and ensuring fiscal sustainability
- A systems thinker, able to align people, processes, and infrastructure to deliver measurable outcomes
- A community connector and relationship-builder—someone who, alongside the Medical Officer of Health, serves as a visible and trusted face of GEPH
- A leader with the ability to cultivate strategic partnerships with municipal leaders and Councils, Indigenous communities, regional health partners, and government agencies
- A collaborative team-builder who fosters trust, transparency, and inclusion at every level
- A politically astute communicator who can inspire confidence among staff, partners, and leaders across government and the broader community
- A resilient and values-driven change leader, comfortable navigating ambiguity and complexity with clarity, empathy, and integrity

Preferred Qualifications

You bring a depth of experience that reflects both strategic leadership and operational excellence. Your qualifications include:

- A minimum of 10 years of progressive, executive-level leadership experience in a complex public sector, healthcare, non-profit or other organization with comparable scope and impact
- Demonstrated success leading large-scale organizational change, integration, or transformation
- Experience collaborating with or reporting to a governing Board is preferred
- Proven ability to navigate multi-stakeholder environments and build partnerships with municipal leaders, Indigenous communities, and other public sector partners
- Extensive experience in financial oversight and strategic resource alignment
- A post-secondary degree in a relevant field is required; graduate-level education including a Master of Public Administration (MPA), Master of Business Administration (MBA), Master of Public Health (MPH), or equivalent is strongly preferred
- Familiarity with Ontario's public health system, intergovernmental relations, or the legislative and regulatory framework for public service delivery is considered an asset

Why Join Grand Erie Public Health?

Because **our team is exceptional—and the opportunity is extraordinary.**

- The successful candidate will have the opportunity to structure and lead the health unit in alignment with their vision, driving long-term change, embedding excellence at every level, and shaping an organization built for lasting success
- Lead bold transformation with the support of a visionary Board of Health and deeply dedicated team
- Collaborate with diverse communities, including engaged municipal and Indigenous partners
- Enjoy the best of both worlds—vibrant urban centres, welcoming rural communities, and scenic landscapes along the Grand River and Lake Erie, all within the communities we proudly serve
- Foster a workplace culture grounded in equity, integrity, innovation, and respect for staff voice and well-being
- Build a legacy of public service that will benefit generations to come in a dynamic and community-driven region

Your Impact

This is a leadership role with real impact. You'll lead with strategy, serve with heart, and steward a bold vision for community health. As CEO, you will:

- Lead the continued integration of GEPH, shaping a shared organizational identity and culture
- Collaboratively with the Medical Officer of Health, ensure that public health programs and services are delivered in accordance with Ministry requirements while effectively addressing the needs of the community.
- Deliver on the Board's strategic direction, aligning people, resources, and systems with purpose
- Champion a workplace that supports staff well-being, engagement, and leadership at all levels
- Build strong and trusted relationships with municipalities, Indigenous leaders, the Ministry of Health, and public health and community system partners
- Oversee core administrative and corporate functions—finance, HR, risk, governance, and digital transformation
- Ensure GEPH remains agile, accountable, and future-ready in an evolving health landscape

How to Apply | To apply or learn more, please submit your cover letter and resume to Matthew Dyck – Matthew.Dyck@lhhknightsbridge.com. **Grand Erie Public Health is committed to equity, diversity, and inclusion.** We welcome applications from candidates of all backgrounds and lived experiences. Accommodations are available throughout the recruitment process upon request.
