

Executive Director

Who we are

The North Okanagan Hospice Society (NOHS) provides quality palliative care services. We have been the only community based palliative care facility in the North Okanagan making moments matter for 40 years. Our entire team believe in adding more life to each day for people with a palliative diagnosis. We also provide grief and bereavement services to all age groups. In 2024, we will be offering “Hospice at Home” care to the community in addition to our residential hospice services located in Vernon, BC.

Why we are looking

Our current Executive Director has guided us through a period of significant change fulfilling their mandate to transform our organization. The next phase – to become a world-class palliative care facility encompassing expert staff, progressive and compassionate services and an outstanding culture – has more focus on management, execution and delivery.

What we are looking for

We are looking for an experienced healthcare leader with home health/hospice experience who will embrace our vision and direct our day to day operation ensuring that programs and services meet the needs of our community today and in the future.

Who you are

You are a strategic yet compassionate leader with a talent for turning a vision into an actionable plan and executing on it. You are inspired by our strategic goal of developing an expert team to provide world-class palliative care and have demonstrated success in leading people and fostering a team environment. Your collaborative approach enables you to partner with multiple stakeholders to create an inclusive and respectful community. You are a skilled communicator adept at navigating relationships with public partners, managing union negotiations and engaging the public and the media.

From a business perspective, you are part innovator and part administrator. You understand organizational planning, development and budgeting, you can read a financial statement and can raise funds. An astute decision maker, your ability to assess challenges and seek opportunities creates pathways to success. While you are passionate about quality and service it must be founded by compassion and empathy. And most importantly, you have shown an unwavering dedication to your past missions and you can get behind NOHS's vision, mission and values.

What you will do

Reporting directly to the Board of Directors, you will be responsible for oversight and administration of NOHS's programs, services and strategic priorities. You will facilitate annual strategic planning and operationalize the plan. You will communicate collaboratively, providing information necessary for the Board to function properly and make informed decisions. You will ensure financial sustainability of NOHS through wise fiscal management. You will support

developing an expert team and provide fair and wise human resource leadership. You will build and lead a world-class palliative care facility.

This is a fulltime role, Monday to Friday, 37.5 hours per week with occasional evening and weekend responsibilities.

Ideal Qualifications

- **Experience.** 8 - 10 years in a management/leadership role
- **Industry.** Healthcare; preferably community, palliative care, grief and bereavement
- **Education.** Minimum undergraduate degree in Nursing, Health Care Administration or Allied Health professions and, ideally, post graduate education in healthcare and/or leadership plus evidence of ongoing learning; and knowledge of trends and issues in the field of hospice palliative care.
- **Attributes.**
 - Strong interpersonal skills; collaborative, trustworthy, capable of building relationships, respectful
 - Leadership ability; integrity, sound judgement, empathy, honesty, decisive, functions well under pressure, can manage multiple initiatives
- **People management.**
 - Experience supervising staff and volunteers, hiring, developing and retaining high performing teams. Our current team includes 50 staff and 100 volunteers.
- **Business management.**
 - Program development and evaluation, strategic thinking and planning
 - Facility management, vendor negotiation
 - Experience working with a Board of Directors in a non-profit organization
- **Financial management.**
 - Knowledge of basic accounting principles, budget preparation, financial analysis, fund raising
- **Computer skills.** Microsoft suite including SharePoint and Teams. Understanding of donor software and other healthcare information systems would be an asset
- **Availability.** Willing to occasionally work outside regular business hours to accommodate events, meetings and client needs.

Compensation

Base salary \$120-150k plus benefits

How to Apply

If you are interested in pursuing this opportunity, please send your resume to Allison.Guld@nohs.ca

Diversity/EEO Statement

The NOHS strives to be inclusive, supportive, and reflective of the communities and organizations we serve. We welcome applications from all candidates. Diversity includes, but is not limited to, age, gender, ethnicity, physical and mental disabilities, sexual orientation, race, nationality, lifestyle, religion, and education. We thank all applicants for their interest. However, only those under consideration for the role will be contacted.