

Mount St. Mary Hospital CEO Recruitment

January, 2025

The Board of Directors of Mount St. Mary Hospital in Victoria, BC, is seeking a new Chief Executive Officer (CEO) whose dynamic leadership will continue the positive momentum and values-centred culture that our long-term care facility has established over many years. Due to the retirement of our current CEO in June 2025, the Board is soliciting expressions of interest from experienced senior professionals in healthcare and other public sector organizations.

About Us

Mount St. Mary Hospital, founded by the Sisters of St. Ann in 1876 and owned and operated by the Marie Esther Society, is a beautiful and well-maintained long-term care facility in downtown Victoria. We are a Catholic healthcare organization dedicated to providing compassionate, person-centred care to adults of all faiths who require complex care support. We are committed to meeting the physical, spiritual, intellectual, social, and emotional needs of all those we serve, in partnership with their families, friends, and other healthcare providers. Our well-deserved reputation as a preferred long-term care facility is highlighted in the comment of a family member of one of our residents:

"Your theme of 'caring and compassion' is evident in everything your staff does for your residents and those who love them and come to visit. I know that my Mom felt loved and cared for every day she was with you. Thank you again for having such a wonderful place for our loved ones to be cared for in such a beautiful way."

As CEO of this leading long-term care facility, you will:

- Report to the Board of Directors and serve as the senior executive member for the organization;
- Provide strategic direction to achieve and maximize sustainable growth and operational excellence;
- Lead by example as you work with a team of highly skilled professionals across clinical and administrative functions to deliver high-quality, values-based care to a diverse community of residents;
- Foster innovation in resident care, long-term care services, and business operations;
- Encourage capacity building at the individual and system levels;
- Establish and maintain high-quality relationships with staff, residents and families, community and other partners, including regional and provincial health authorities; and
- Ensure compliance with all applicable laws, regulations, and standards.

The ideal candidate will have:

- Proven senior leadership experience in one or more complex organizations. Mount St. Mary Hospital has a strong senior leadership team with specialized qualifications; therefore, a healthcare background is desirable but not required for the incoming CEO;
- Exceptional interpersonal and communication skills to inspire, lead, and work alongside a diverse team;
- A deep connection to the values that have been central since the hospital was founded: Compassion and Caring, Respect and Dignity, Fairness and Justice, Competence and Excellence, Responsibility and Accountability, and Hope;
- Demonstrated ability to effectively report to and work with a Board of Directors;
- A commitment to care and compassion and a consistent approach that puts residents and families at the centre of the organization's focus;
- Exceptional skills in strategic planning, financial management, risk management, staff development and mentoring, operational oversight, relationship building, and the ability to deliver on key performance indicators;
- A results-driven orientation, leading the senior team and staff in efforts to improve resident outcomes and increase organizational performance; and,
- A post-graduate degree with a focus on organizational and systems management.

The successful candidate will be offered:

- An attractive compensation and benefits package;
- An opportunity to significantly influence the future of long-term healthcare in our community and beyond;
- A collaborative work environment and culture; and,
- Professional engagement with a dedicated team at Mount St. Mary Hospital and with health system leaders in the Greater Victoria region and across BC and Canada.

Application Information

Professionals wishing to explore the potential that this executive leadership position offers are invited to indicate their strictly confidential *Expression of Interest*, including a cover letter and resume, to: ceo-search@mountstmary.ca

Applications close on Feb.18, 2025, and candidates identified for the next stage of the process will be contacted directly.

For more information about Mount St. Mary Hospital, please visit: www.mountstmary.ca