

Long-Term Care Executive Director

TORONTO, ON

Maxwell Management Group Ltd. is proud to partner with **Yee Hong Centre for Geriatric Care** in search of an **Executive Director** to join their team.

About:

Yee Hong's new flagship Long-Term Care Home, a five storey, 224 bed facility located in Scarborough is scheduled to open in June 2026 and reflects their commitment to delivering culturally appropriate, high quality care for seniors.

The new Long-Term Care Home is more than a residence; it's a vibrant, inclusive community where seniors live safely, with dignity and connection. The Centre offers thoughtfully designed living spaces, serene gardens, and culturally responsive programs that support the well-being of residents from diverse backgrounds.

Guided by Yee Hong's values of compassion, respect, integrity, and accountability, the new long-term centre empowers its care teams to deliver person-centred services in a collaborative and inclusive environment. As part of a broader continuum of care, the Centre advances Yee Hong's mission to innovate, connect, and elevate long-term care across Ontario.

Position Overview:

Reporting to the Vice President of Operations, the Executive Director is accountable for the overall leadership and strategic direction of the new long-term care facility. This role plays a critical part in shaping the Home's operations, programs, and culture from the ground up, ensuring high-quality, culturally appropriate, person-centred care in alignment with Yee Hong's mission, values, and strategic goals.

As a key member of the senior leadership team, the Executive Director leads cross-functional planning, performance improvement, and stakeholder engagement efforts while overseeing clinical and non-clinical teams. This position will also be instrumental in the successful operational launch, ensuring the Home opens on time, within budget, and with the right people, systems, and community relationships in place.

This role requires a transformational and collaborative leader with a strong background in seniors' care and a demonstrated commitment to service excellence, innovation, and continuous quality improvement within a complex, multi-stakeholder environment.

Responsibilities:

- **Provide Visionary Leadership:** Champion Yee Hong's commitment to high-quality, person-centered care by cultivating a culture of compassion, respect, and excellence among staff, residents, families, and volunteers.
- **Ensure Operational Excellence:** Oversee daily operations, aligning strategic and annual operational plans to deliver measurable outcomes in care quality, staff engagement, resource efficiency, and financial sustainability.
- **Drive Quality and Compliance:** Lead the implementation of continuous quality improvement frameworks, ensure compliance with all applicable legislation and regulatory standards (e.g. FLTCA), and maintain accreditation standards.
- **Support Staff Development and Engagement:** Attract, retain, and develop a dedicated team by fostering a psychologically safe and inclusive work environment, promoting staff recognition, accountability, and leadership growth.
- **Oversee Financial and Resource Stewardship:** Manage budgeting, forecasting, and resource allocation to support the effective and efficient operation of the Home, ensuring transparency, performance monitoring, and financial sustainability.

- Engage Residents and Families: Maintain strong relationships with Resident and Family Councils, ensuring their voice is reflected in care planning, service improvements, and overall Home experience.
- Lead Strategic Projects: Play an instrumental role in the planning and successful opening of new Yee Hong Long-Term Care Homes, ensuring readiness in staffing, systems, and community engagement.
- Foster External Partnerships: Build strong relationships with community partners, government officials, healthcare providers, and other stakeholders to advance service integration and Yee Hong's strategic priorities.
- Promote Innovation and Best Practices: Stay informed of emerging trends and evidence-based practices in seniors' care, championing innovation to continually enhance service delivery and resident outcomes.
- Represent Yee Hong with Integrity: Actively represent the organization in external committees, community forums, and events, promoting Yee Hong's leadership in culturally appropriate and inclusive care for seniors.

Qualifications:

- A Master's degree in Health Administration, Business Administration, Public Administration, or a related health discipline, or equivalent combination of education and experience.
- Minimum 5 years of progressive senior leadership experience in long-term care, health care, or social services sectors, with demonstrated success in operational leadership, team development, and organizational performance.
- Completion of, or current enrollment in a recognized Long-Term Care Administrator Certification Program in accordance with regulatory requirements under the Fixing Long-Term Care Act, 2021.
- Deep knowledge of relevant health care legislation, standards, and best practices, including FLTCA, Accreditation Canada, Ministry

compliance frameworks, and Ontario healthcare system integration models.

Compensation:

- Excellent compensation package designed to attract star performers.

Please apply in confidence to:

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If this opportunity is not a fit for your background and experience please feel free to forward to any interested colleagues.

We invite interested candidates to submit their resume in confidence. While we appreciate the interest of all applicants, we will contact only those selected for interviews.

We are equal-opportunity employers committed to an inclusive, barrier-free recruitment and selection process. We respect, encourage, and celebrate diversity.

If you are an applicant with disabilities and require accommodations, please let us know at the time of our contact so that we may arrange for their provision.

COMPLETE THE FORM BELOW TO APPLY FOR THIS JOB:

- Name*

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- Primary Phone*
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- Google
 - Referral
 - Emails
 - Social Media
 - Other
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Accepted file types: pdf, doc, docx, rtf, txt, Max. file size: 2 MB, Max. files: 2.

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