

Hospice Palliative Care is a philosophy of care that focuses on comfort, quality of life, and supporting the precious moments families share with their loved ones during their final days together. Hospice care is about helping our residents live each day with dignity and honour by providing compassionate, end-of-life care in a home-like setting. As the leader in palliative care, Chatham-Kent Hospice provides outstanding care, programs and services, exceptional work and volunteer experience, collaborative partnerships, and a relationship-centred culture.

Chatham-Kent Hospice encompasses a state of the art, ten-bed residential hospice which includes fully furnished suites, advanced medical equipment, room for family members to stay overnight, family gathering spaces, bereavement support areas, meeting rooms, a resource library, and a courtyard. As a charity of choice with strong community support, Chatham-Kent Hospice is entering a time of positive transformational growth and innovation and is looking for an Executive Director to lead this next phase of future planning for the organization.

As the visionary leader for the organization, the Executive Director will advance Chatham-Kent Hospice's mission to provide end-of-life care and grief support that nurtures relationships for all. Building on the values of care, dignity, excellence, integrity, inclusivity, and collaboration, Chatham-Kent Hospice's vision is to create a community where the best possible end-of-life care and grief support are available.

Reporting to the Board of Directors, the Executive Director will be responsible for the achievement of all strategic and operational goals of the organization. This includes the overall oversight and leadership of services, operations, strategic planning, human and financial resources, information components, and identifying service needs within the organization's mandate.

The Executive Director will be responsible for:

- People and Organizational Leadership
- Strategic Planning, Growth, and Innovation
- Building Relationships and Advocacy
- Administration, Financial Management, and Board Support

Qualifications and Experience:

- Progressive leadership experience with a demonstrated history of leading diverse teams. An understanding of palliative care, community health care, social services or not-for-profit sector is preferred.
- Collaborative, creative, empathetic, and empowering leadership skills.
- Demonstrated success in strategic planning, growth, and change management.
- Strong conflict resolution, business acumen, political acuity, and financial management experience.
- Experience working effectively with unions and working with and/or reporting to a Board of Directors.
- Successful completion of post-secondary education in the Health Services Field, Business Administration, or related discipline. Candidates may also have a combination of related education and experience.

This position offers a comprehensive compensation and total rewards package including:

- Compensation range of \$115,000 - \$130,000
- Healthcare of Ontario Pension Plan (HOOPP)
- Competitive Vacation Time
- Comprehensive Group Benefits Plan

- Training and Development Opportunities

A full job description can be found [here](#).

For more information on Chatham-Kent Hospice, please visit www.chathamkenthospice.com

Chatham-Kent Hospice is committed to building a diverse team comprised of varied skills, strengths, and experiences. We encourage you to apply even if you don't see yourself fully reflected in every job requirement listed, and we welcome applicants of all genders, ages, ethnicities, cultures, abilities, sexual orientations, and lived experiences to apply. Chatham-Kent Hospice welcomes all members of the community as reflected in the individuals we care for as well as in our recruitment for both staff and volunteers to ensure that we reflect the diversity of the Chatham-Kent Community.

Please forward a copy of your resume and cover letter in confidence to Jennifer Charron, President, Logic Executive Search and Workplace Solutions at jennifer@logicexecutivesearch.com. Applications are being accepted until **Thursday, March 28th at 5:00 pm**.

To speak with one of our Executive Recruiters, please contact us at 1-877-227-9548. We thank all those who apply for this role, however, only those selected for an interview will be contacted.

Logic Executive Search and Workplace Solutions is committed to providing accessible employment practices that follow the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Should you require accommodation during any phase of the recruitment process, please let our recruitment team know.