JOB TITLE: Chief Executive Officer

POSITION SUMMARY:

The CEO's overall mandate is to lead the Local Health Integration Network in the fulfillment of its mandate in accordance with LHSIA, including leading the innovation of a patient- and client-centered local health system through the planning, coordination, integration and funding of all health services, including primary care, home and community care services as well as community support services, leading the delivery of home and community care services and long term care placements, and the integration of population and public health in local health planning. The CEO provides overall leadership for the recommendation, development and implementation of a comprehensive strategy to ensure the delivery of home and community care, to address the distinct needs of the LHIN region, and improve the patient experience. The CEO leads the organization in achieving the Board-approved strategic plan and recommends new initiatives to the Board.

KEY ACCOUNTABILITIES:

1. Leadership

- Communicating and translating the goals, objectives and strategic directions of the Board of Directors of the LHIN (the "Board") into operational plans, communication strategies and actions that will deliver outcomes in accordance with Board-approved business plan;
- Delivering on the plans and organizational goals in accordance with Board approved Delegation of Authority, Executive Limitations policies and parameters and reviewing and course correcting as required by the Board and/or the Ministry;
- Ensure the LHIN delivers effective high-quality, patient and client centered home and community care, long term care placement and other services to meet the needs of the community and achieve the best possible patient and client outcomes within the context of a balanced budget, available resources and government priorities;
- Providing leadership and management to the LHIN employees, in accordance with the approved business plan, accepted business and financial practices and standards, LHSIA, and all Directives, including, but not limited to:
    - Home and community care;
    - Strategy and system planning;

- Performance and accountability;
- Human, financial and corporate resources, and
- Communications and community engagement.

- Ensure the LHIN has appropriate risk management framework and risk management plan in place, as directed by the Board.

2. Community & Stakeholder Engagement

- In partnership with the Board of Directors, the CEO creates and implements strategies to engage with key stakeholders. This includes, but is not limited to, acting as spokesperson, and managing relationships with the public, community and advocacy groups, municipal government, provincial planning bodies, Indigenous partners, francophone stakeholders, media, school boards, foundations, province-wide programs/services, health service providers and their boards, and other community organizations;
- Building and maintaining strong relationships with neighboring LHINs and the provincial LHIN network;
- Building and maintaining strong relationships with the Ministry and other Crown Agencies; and
- Determining through community engagement with communities, the public and key stakeholders the goals/objectives for the geographical area to be included in an integrated health service plan.

3. Governance, Legislation and Ministry Accountability

- Developing a comprehensive and effective relationship with the Board of Directors that supports the overall Board in meeting its legal and fiduciary obligations, ensuring ongoing development for the Board and advising the Board of all information that is key to ensure the organization is compliant with the Local Health System Integration Act, 2006 and the Patients First Act 2016, other applicable legislation, its corporate requirements, the LHIN's bylaws, its approved business and strategic plans, the Memorandum of Understanding and, the Accountability Agreement, Declaration of Compliance, Health Service Accountability Agreements, Service Provider Organization agreements, applicable government and Ministry directives, guidelines, policies and procedures;
- Meeting the performance objectives agreed to by the Board Chair and the Chief Executive Officer, and approved by the Board;
- Establishing and maintaining a strong positive working relationship with the Ministry including the Deputy Minister and the Assistant Deputy Ministers. This

includes consulting with the Deputy Minister and ADMs as needed on matters of mutual importance, on relevant government and Ministry directives and guidelines, and on new and innovative ideas that may impact the Central East LHIN as well as the broad LHIN network; and

- Overseeing the day-to-day operations and affairs of the LHIN and the fulfillment of its mandate in accordance with legislation, the LHIN's by-laws, its Board approved business and strategic plans, applicable Government and Ministry regulation, directives, guidelines, policies and procedures, any agreements with the Ministry including a memorandum of understanding and an accountability agreement, and other applicable legislation.

4. Financial and Performance Accountability

- Ensuring the following organizational objectives are met:
  - Hiring, engaging, training and supervising staff engaged directly by the LHIN;
  - Establishing a clear definition of the responsibility of each employee and their respective performance requirements;
  - Ensuring that the LHIN has an established reliable process for information and document management that is in alignment with provincial directives;
  - Supporting an information technology network and maintaining technology infrastructure that is consistent with Government and Ministry requirements;
  - Preparing, for approval by the Board, the LHIN's proposed multi-year and annual reports and plans;
  - Establishing and maintaining a decision making framework that supports a strong financial management process so that the LHIN operates within its approved business plan; and
  - Applying board policies so that public funds are used with integrity and honesty, and within the approved LHIN budget.
- Providing funds to approved health service providers within the available LHIN envelope and in accordance with Ministry priorities, the accountability agreement executed with the Minister and applicable service accountability agreements;
- Providing advice on capital needs to the Ministry;
- Managing service provider and health service provider agreements in the LHIN geographic area;
- Monitoring and evaluating performance of service accountability agreements;
- Reporting on local system performance;

- Implementing a system of performance measures for the LHIN and reporting on it to the Chair and the Board as well as carrying out in-year monitoring of the LHIN's operations, performance, and reporting on it to the Chair;
- Evaluating and reporting on health system integration and coordination performance and best practices; and
- Ensures LHIN has appropriate risk management framework and risk management plan in place, as directed by the Board.

5. Strategic Planning

- Strategic and operational planning for the LHIN including but not limited to the unique vision, mission, values and strategy, the overall business plans to achieve the strategic and operational goals and the corporate accountabilities related to human and financial resources and organizational risk. The CEO is not only governed by the Board of Directors but is legally obligated to manage the organization in accordance with the provincial legislation, Ministry directives, guidelines, policies and procedures that are or that may be established, and communicated by the Minister of Health and Long Term Care (the "Minister"), Ministry LHIN Accountability Agreement (MLAA) and Memorandum of Understanding (MOU) to the LHIN;
- Developing specific strategies for planning of healthcare priorities in alignment with the overall provincial strategies and the unique requirements of the Central East;
- Monitoring and reporting on the implementation of the integrated health service plan; and
- Assesses, establishes, and monitors specific strategies for planning of health care priorities, determining the objectives to be included in an integrated health service plan at regional and sub-regional levels.

6. Transformation and Change Management

- Promoting integration, coordination and service innovation across healthcare providers in the LHIN; and
- Developing and participating in inter-LHIN integration and coordination strategies;

KNOWLEDGE

- Broad understanding and a systems perspective of healthcare;
- Extensive understanding of government, policy and programming; and

- Knowledge of current government and Ontario health sector systems and workforce trends within this sector.

EXPERIENCE

- Minimum of 10 years of progressive professional and leadership experience (or equivalent) in the health sector (governmental, non-governmental; not-for-profit; commercial), with several years of experience in a senior executive leadership role;
- Demonstrable experience in strategic planning and high-level delivery, translating organizational vision into successful outcomes;
- Demonstrable experience working with governance and external organizational Leaders; and
- Demonstrate leading and adapting to change.

EDUCATION REQUIREMENTS

- Post-secondary degree required. Master's degree preferred in health administration, public administration, or equivalent education and experience.

RESPONSIBILITIES

- Leading and empowering employees to deliver effective, high-quality service;
- Cultivating a healthy, mutually empowering relationship with the Board of Directors;
- Applying change management strategies to ensure effective, innovative and transformational service delivery;
- Overseeing financial management processes, using sound business and financial judgment;
- Engaging in strategic planning to meet current and future health system demands;
- Ensuring open, transparent and positive internal and external communications;
- Building and maintaining diverse and complex relationships; and
- Ensuring compliance with applicable legislation, regulations, policies and directives.

CORE COMPETENCIES

- Transformative and Change Leader able to set, execute and follow through on the strategic plans – able to accept failure and modify direction when necessary;
- Persuasive effective communicator by influencing others both internally and externally;
- Managing performance and results orientated – on Quality/Cost/Time of Delivery;

- Building collaborative relationships – In-house/Outsourcing/Strategic Partnership;
- Entrepreneurial spirit embracing innovative technology solutions and taking calculated risks;
- The ability to embrace inclusion and diversity to ensure the work environment is respectful and inclusive while building meaningful relationships with diverse communities, including equity seeking groups and generational employees who span age ranges;
- Ability for effective and efficient financial/budgetary management and strategic planning;
- Visionary team builder setting the tone and direction throughout the organization – strong in matrix management;
- Understanding of the framework for health care planning and delivery in Ontario;
- Excellent listening, verbal and written communication skills; strong emotional intelligence and interpersonal skills;
- Acts with integrity and within ethical guidelines;
- Aptitude for creative problem solving;
- Able to drive individual and team accountability; and
- Active commitment to personal growth and lifelong learning.

Working Environment:

Minimal exposure to disagreeable conditions typical of a professional position within an office environment. Travel throughout the LHIN may be required therefore a valid Ontario driver's license and insured vehicle are necessary.

Position Location, Travel and Other Considerations:

This position is located in Whitby, Ontario. Travel throughout the LHIN may be required therefore a valid Ontario driver's license and reliable insured vehicle are necessary.

Additional Information:

Please forward your resume and cover letter via e-mail by December 31, 2018, to marco.aguila@lhins.on.ca