Erie St. Clair **LHIN**

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FULL-TIME
VICE PRESIDENT, HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT
JOB POSTING
C026/17

Chatham Site

Background:
The 14 Local Health Integration Networks (LHINs) are organizations that plan, coordinate, integrate, and fund health care services. In addition, as outlined in the Patient's First Act, the LHINS will also be responsible for overseeing the delivery of home care services in the region by the end of June 2017. LHINs are a critical part of the evolution of health care in Ontario. They continue to work to create a patient-centered, results-driven, integrated, and sustainable health system.

The Erie St. Clair LHIN services the regions of Chatham-Kent, Sarnia/Lambton, and Windsor/Essex which includes approximately 650,000 people, and supports an annual budget of over $1.1 billion dollars for our local health care services.

Position:
The Erie St. Clair LHIN has a need for a **Vice President, Human Resources and Organizational Development**, as described below. The Erie St. Clair LHIN is committed to supporting healthcare in a manner that is consistent with patient and family centered care. Applicants are required to have a demonstrated understanding and commitment to this care philosophy. Preference will be given to candidates who are proficient in both official languages. A valid driver's license is required. The position is located in Chatham, Ontario. Salary will be commensurate with experience and qualifications.

C026/17 Vice President, Human Resources and Organizational Development

PRIMARY PURPOSE
The VP, HR & Organizational Development provides strategic leadership, direction and oversight for the development, implementation, and evaluation of human capital and organizational development strategies to promote alignment and enable employees to deliver client care. This position also provides vision and strategic leadership, direction and oversight for the development, implementation and evaluation of communications strategies and plans, community and stakeholder engagement strategies, and communications services and products. The VP, HR & Organizational Development participates in priority setting and strategic direction for the organization, acting as an executive sponsor for specific strategic and operational projects.

KEY ACCOUNTABILITIES INCLUDE:
- Provides strategic direction in the development and delivery of HR programs including organizational structure, labour and employee relations, recruitment, performance management, total

compensation, training, succession, culture and engagement and reviews performance indicators to ensure programs are effective.

- Determines annual budgets in the context of the organization's broader budget, monitoring the budget and taking corrective action as needed.
- Develops an annual work plan including determining priorities and performance indicators to ensure programs are effective.
- Oversees, develops and ensures appropriate initiatives to improve organizational effectiveness by building individual and collective capacity and capabilities through an overarching learning strategy aligned to the organizational strategic vision and goals.
- Responsible for ensuring resolution on the organization's most complex and high risk people / talent issues, developing sound recruitment and training strategies and aligning the tools, systems, procedures and policies to these strategies.
- Provides strategic advice to the senior leadership team to address complex needs and issues, ensuring the human impacts of business decisions are understood and factored into planning and decision-making.
- Determines and recommends labour relations strategies and programs to establish a positive labour relations climate, identifying issues for inclusion in labour negotiations and leads the collective bargaining process including the provision of strategic advice and development of bargaining mandates and parameters.
- Proactively consults and advises on employee relations matters including performance management, attendance management, disability management, conflict management, dispute management, progressive discipline, termination and day-to-day employee relations issues.
- Protects the LHIN from potential litigation by ensuring that policies and practices are in compliance with all applicable legislation and appropriate risk management strategies are in place.
- Ensures the appropriate maintenance and security of HR employee data, including the integrity of data.
- Oversees attendance and disability management and ensures procedures are in place to provide employees with modified work opportunities and early return to work.
- Oversees Health and Safety and Employee Health & Wellness functions, ensuring frameworks and process are in place to meet all legislation, regulations and directives and proper management of Workplace Safety & Insurance Board claims.
- Leads organizational activities to ensure compliance with the Occupational Health and Safety Act of Ontario.
- Participates in pan-LHIN provincial working committees, helping to set provincial goals and programs.
- Responsible and accountable for key aspects of corporate strategic and tactical communications, including strategy development and implementation, enterprise wide communication initiatives and opportunities.
- Responsible for creation, implementation of digital communication strategy.
- Strategic leader responsible for development of strategic communication plan to communicate the LHIN strategy and mission,
- Responsible for the development of strategy to align communications as key enabler of strategy and operational objectives, including alignment of communications and operational metrics.
- Provides strategic counsel to CEO, Executive Leadership Team and Board of Directors on issue and risk management, public affairs and internal communications.
- Identifies innovative communications strategies to improve and enhance internal and external communication and communication channels, including development and execution of digital communications strategy.

- Other duties as assigned.

POSITION REQUIREMENTS:

LEADS HEALTH LEADERSHIP COMPETENCIES:

- Lead Self
- Engage Others
- Achieve Results
- Develop Coalitions
- Systems Transformation

JOB SPECIFIC COMPETENCIES:

- Business Acumen
- Stakeholder Engagement
- Relationship Management
- Communication and Interpersonal Skills
- Financial and Risk Management
- Strategic Planning
- Change Management
- Program and Operational Leadership
- Planning, Delivery and Evaluation
- Labour and Employee Relations

Education:

- Post-secondary/ Master's degree in business administration, human resources, or related field (e.g. Communications, Journalism, Public Affairs), including a Certified Human Resources Professional designation or equivalent combination of education and experience

Experience:

- Minimum 10 years of professional experience (or equivalent) in a unionized environment with significant experience at the senior management level, including experience in broad and extensive public relations / corporate communications in the public sector.
- Experience in program leadership relating to people, strategy, financial and resource utilization.

Requirements:

- Knowledge of Ontario health sector and workforce trends within this sector
- In-depth development knowledge of organizational and HR, OD leading practices, policies, processes and evaluation tools.
- Expert knowledge of technical and legislative issues related to HR and Labour Relations, as well as collective bargaining.
- Well-developed knowledge of benchmarking tools to evaluate HR programs and services.
- Strong knowledge of business cycles, budget planning, resource allocation, financial monitoring and organizing skills to direct staff.
- Expert knowledge of communication concepts, strategies, and technical skills required in planning, execution, and evaluation of communications plans for internal and external audiences.
- Up to date knowledge on trends and issues related to caregivers and patients care across all sectors, including acute care, Long-Term Care, Primary Care and Home and Community Care.

To Apply:

Please submit your cover letter and resume no later than **4:30PM, JUNE 9, 2017 TO:**

Resume@esc.ccac-ont.ca

Please include the reference **"C026/17 Vice President, Human Resources and Organizational Development**" in your e-mail subject line.

The Erie St. Clair LHIN is an equal opportunity employer. Individuals with a disability requiring accommodation during the application and/or the interview process should advise the recruitment contact so arrangements can be made.