

CHIEF EXECUTIVE OFFICER Canadian Mental Health Association Windsor Essex County Branch

THE POSITION

The Chief Executive Officer plays a pivotal role in the CMHA WECB mission to be the lead provider of community specialized mental health and addiction services integrated with comprehensive primary health care services.

The CMHA WECB is seeking a skilled strategic and visionary leader that is inspired, transparent, perceptive, savvy and valued as a coalition-builder. The successful candidate will possess strong political and business acumen, with the ability to build relationships to participate in and mobilize/lead cross-sector collaboration and collective action towards the goal of health system transformation. The ideal candidate is a caring individual who has a true commitment to the special needs of those dealing with mental health and substance dependency issues. They will also possess a high degree of personal integrity and a strong sense of personal values, humility and ethics. The successful candidate must be highly adaptable to change and able to navigate a complex and shifting health care system, while maintaining accountability for the day-to-day operations of the organization through management of a committed and passionate staff team.

THE OPPORTUNITY

The CEO is responsible to the Board for driving a strategic plan and for the implementation of strategic priorities, directions, policies, values and standards to ensure attainment of the organizational “ENDS”:

- Those experiencing mental illness and substance dependence, and/or physical conditions in our community will be empowered to transition to recovery and wellness
- The system of mental health and addiction services in Windsor and Essex County will be improved
- There will be improved community/public awareness about mental health and addictions

The position is accountable for overall strategic direction, operations, developing financial and human resources, and ensuring that operational plans and objectives are aligned with strategic plans for the delivery of programs and services, fundraising, communications and advocacy.

In particular, the CEO will:

- Develop and monitor execution of operating objectives that advance the CMHA-WECB vision and strategic directions and any joint strategic directions with HDGH as a formal collaborative partner
- Work with the senior leadership team to deliver on operating objectives
- Develop and implement strategies that position CMHA-WECB to play an increased community care and regional role by expanding partnerships, programs and services



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Windsor-Essex County

Community wellbeing is our sole focus.

- Advocate on behalf of CMHA-WECB and in collaboration with HDGH to advance a strong regional/local mandate for mental health and addiction programs
- Participate and/or provide leadership within the developing Windsor Essex Ontario Health Team (WE OHT) and in initiatives sponsored/funded by Ontario Health West
- Identify strategies to strengthen collaboration across the region
- Enable new and innovative strategies that improve the delivery of client/family centered care and that promote a quality and client/family safety culture
- Strengthen community outreach and engagement
- Foster strong relationships with community partners with a view to both build and build upon, coalitions that improve overall community well-being
- Focus on staff safety and foster workplace excellence
- Foster a values-based culture to ensure employees are promoting positive performance and behaviour
- Develop positive labour relations and working relationships
- Promote strategies to ensure an engaged team of staff and providers
- Support ongoing leadership and professional development
- Foster a strong risk identification and mitigation framework
- Ensure organizational operational/financial health and sustainability
- Implement strong accountability mechanisms and performance management systems
- Support the active participation of volunteers
- Ensure the presence of a robust communications strategy

This opportunity will appeal to someone who loves a challenge, has integrity, and has the demonstrated strength of purpose to interact effectively with all agency stakeholders to further the mission of the organization and ensure programs and services are sustainable.

ACCOUNTABILITY

Reports to: The Board of Directors

Direct Reports:

- Senior Operations Officer
- Director of Housing and Corporate Services
- Director of Finance
- Director of Communication and Mental Health Promotion
- Integrated Director of Outpatient and Community Mental Health Services
- Director of Primary Care

QUALIFICATIONS

Education:

- Relevant university degree or equivalent experience

Experience:

- 8 to 10 years' experience in a senior management role, ideally with board governance
- Demonstrated track record of strong relations with key influencers such as boards, provider partners, funders and government; and building partnerships, coalitions and alliances
- Strong knowledge of the Provincial health care system and Ontario Health
- Proven success in managing multi-million-dollar budgets and large teams (over 100)
- Experience in revenue growth/fund development and promotion of brand recognition
- Demonstrated success in leadership within a unionized staff environment
- Understanding of volunteer-based organizations; productive and effective volunteer relations skills
- Familiarity with the CMHA-WECB mission and experience leading community health organizations are considered assets

Technical Skills:

- Concise and clear oral and written communications style; public speaking skills
- Proficient in media relations; marketing, advocacy and branding skills.
- Strategic expertise in fund development, including corporate, government and individual sectors
- Strong financial/business acumen
- Bilingualism in both official languages is an asset for all agency positions
- Managerial/Leadership Skills
- Ability to lead and demonstrate the essential skills required to deliver high performance in complex environments, measurable improvements in team engagement, clarity of shared vision, and ability to reduce threat responses
- Demonstrate the key leadership capabilities within the 5 domains identified in the LEADS Caring Environment Framework:
 - Lead Self
 - Engage others
 - Achieve results
 - Develop Coalitions
 - System Transformation
- Ability to work with key stakeholders to advance the vision of CMHA-WECB
- Ability to delegate authority and encourage empowerment
- Proactive decision maker
- Well-developed coaching and mentoring style
- Effective negotiating and conflict resolution skills
- Ability to oversee programs/service delivered in multiple geographic locations



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Deadline for Applications: Monday September 27th, 2021

Includes a competitive and comprehensive compensation, benefit, Healthcare of Ontario Pension Plan (HOOPP), vacation and sick leave package.

Should you have any questions regarding this opportunity, please contact:

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We appreciate your interest and will contact you if a meeting is required.

CMHA strives to establish and maintain an inclusive workplace and believes that the diversity of our workforce is an invaluable asset. We are committed to following recruitment and selection practices that ensure all candidates are given a fair opportunity for employment with CMHA.