

Are you a dynamic leader with strong experience in strategic planning, business plan development and project management? Do you have the ability to build effective teams, collaborative partnerships and lead change with creative solutions? Are you passionate about exceptional health care and driven by a desire to help others?

If so, take a look at this rewarding career opportunity working alongside a supportive and collaborative team of over 8,000 regulated health care and other professionals. We are amid a momentous time for health care in Ontario as we move to a more connected health care system through the Ontario Health Teams model of care.

Home and Community Care Support Services is looking for an experienced strategy professional to support the Vice President, Strategy and Delivery to lead corporate strategy development and coordination and implementation of projects to achieve strategic priorities. This position works at both a provincial and local/regional level and provides oversight to strategy management, leading key initiatives that support home and community care modernization, capacity building and the preparation for a transition to future state models of care. The **Director, Strategy and Project Management** supports the organization's strategic planning and annual business planning processes, and develops strategy management and related best practices as an integrating function, facilitating alignment and communication across all portfolios across the province. A key focus for this role is to maintain awareness of current issues in the health care system related to health system strategic priorities, with a particular emphasis on issues related to the implementation of change initiatives. This position also champions development and implementation of an enterprise approach to project management, inclusive of practices, tools, processes and methodologies to strengthen the execution of strategic projects.

What do we offer?

We know wellness is supported with work-life balance. In an inclusive culture committed to support your passion for continuous learning, growth and innovation, we offer:

- Attractive comprehensive compensation packages and benefits
- Valuable development opportunities
- Membership in a world class defined benefit pension plan
- Hybrid work environment with flexible work location [this position can be located at any of the 14 Home and Community Care Support Service offices]

What will you do?

- Leads environmental scans to assess external environmental factors that impact the Home and Community Care Support Services to inform the development of the organization's strategic and annual business plans and strategic initiatives within the plan.

- Works with senior leadership across all portfolios as required to lead the development and implementation of innovation and change initiatives focused that improve patient care and business services.
- Works with Home and Community Care Support Services senior leadership and system partners to identify and develop opportunities that promote integration and seamless healthcare delivery for patients.
- Consults with Home and Community Care Support Services teams to understand information requirements and determine the best data sources and analysis to support planning, decision-making, capacity planning, performance improvement.
- Provides oversight to the development and evolution of the Strategy and Project Management Office, and corresponding strategy management processes, including development, implementation and monitoring of annual business plan.
- Drives the development of the organizational work plan with a view to integration across portfolios, resource optimization, and delivering on strategic priorities.
- Monitors, evaluates and reports on strategic planning and the organizational work plan, and ensures achievement of business and project objectives.
- Champions the development and implementation of an enterprise approach to project management, inclusive of practices, tools, processes and methodologies to support execution of strategic projects.
- Articulates and constantly monitors key metrics of the department to assess resource capacity, efficiency and effectiveness to ensure the highest level of service is being provided.
- Provides effective leadership to a team of both strategy and project management professionals so that they can be effective in supporting the organization to delivery on key priorities.
- Promotes integration of activities across portfolios and monitors achievement of objectives.
- Drives the development and implementation of policy and programs including accountability frameworks, performance measures, indicators and results.
- Strong relationship management skills, including engaging, facilitating, communicating with and collaborating with stakeholders to enable strategy development and implementation.
- Establishes and maintains meaningful connections with others that are directed towards the sharing of values and opportunities for collaboration while building rapport on behalf of Home and Community Care Support Services.

What must you have?

- University degree in Health Sciences, Health or Business Administration or related field (or equivalent combination of education and experience); Master's degree is an asset
- Project Management Professional (PMP) designation preferred
- Minimum seven (7) to ten (10) years related experience in strategic planning, strategy and annual business plan development and management, project management and collaborative partnerships in a healthcare environment or community based organization with three (3) to five (5) years in a management role.

- Excellent knowledge of Ontario health system and strong understanding of service delivery models and emerging issues and priorities.
- Excellent knowledge of effective strategic planning and project management and evaluation techniques, proven ability to build effective teams and collaborative partnerships, lead change and find creative solutions.
- Demonstrated ability to lead and implement large complex projects.
- Adept in the use of MS Office applications
- Flexible, adaptable and responsive to change
- Self-directed with an ability to organize, plan, prioritize and multi-task
- Ability to think analytically with attention to detail in the presence of frequent interruptions
- Demonstrated critical thinking
- Negotiation and conflict resolution skills
- Ability to build and foster internal and external partnerships

Home and Community Care Support Services has implemented a mandatory COVID-19 vaccination policy for all employees. As a condition of employment, successful applicants will be required to submit proof of COVID-19 vaccination status prior to start date.

Who are we?

We are Home and Community Care Support Services, ready to serve every person in Ontario. We partner with patients and caregivers, family physicians, hospitals, long-term care and retirement homes, service providers and Ontario Health Teams, to deliver responsive, accessible, integrated, patient-centred care.

We empower you to be your best selves, do your best work and deliver the best possible patient experience for the diverse communities we serve.

Join us

If you're interested in driving excellence in care and service delivery, and seeking an unparalleled opportunity to lead and learn, partner and connect, care and be cared for, this is your home.

EMPLOYMENT LOCATION: Within the North West geography area

EMPLOYMENT TYPE: Permanent Full-Time

JOB POSTING CLOSE DATE: Monday, January 9, 2023

COMPETITION NUMBER: FY2223-115

Please submit your cover letter and resume by email, quoting competition number above by 4:30 pm EST to Human Resources: nw-hr@hccontario.ca

All applications will be reviewed; however, only those selected for an interview will be contacted.

Committed to Diversity and Inclusion

In line with our fundamental values of collaboration, respect, integrity and excellence, Home and Community Care Support Services is an inclusive employer which respects equity, inclusion, diversity and anti-racism. We are committed to attracting, engaging and developing a workforce that reflects the diverse communities we serve.

We welcome and encourage applications from all qualified applicants. Accommodations for persons with disabilities required during the recruitment process are available upon request.