

The South West Local Health Integration Network (LHIN) is one of 14 local organizations in Ontario that plan, coordinate and fund local health services and deliver high quality home and community care to patients and families. The South West LHIN is committed to health improvement, innovation, and the establishment of collaborative partnerships to improve population health, patient experience and value for money across the health care system.

LHIN staff incorporates the best aspects of teamwork and continuous learning as they work with the local community to ensure the best health outcomes for everyone. If you have a passion for excellence and an entrepreneurial spirit, this is your opportunity to make a difference as part of a dynamic team transforming the Ontario healthcare system.

Vice-President, Human Resources

The Opportunity

Reporting to the CEO, and as our new Vice-President of Human Resources, you are a passionate leader known for your ability to think strategically, to bring teams and cultures together while being a catalyst for positive change and inspiring your team to achieve results.

In this key role you will lead the development and delivery of human resources and organizational development strategies and programs to advance the LHINs mission, vision, values and strategic objectives.

Your experience will include extensive leadership, human resources and health sector experience and a proven track record in working collaboratively with both our senior team and system partners while aligning people with the organization's vision, mission, and values with an unwavering focus on quality and performance.

What Can I Expect to Do?

- Develop the organizations strategic and operational human resources plans to advance the LHINs strategic, human capital and business objectives in the context of our organization, system partners and region.
- Lead the design, development and delivery of progressive HR programs, policies and initiatives, including talent management, labour and employee relations, performance management, total compensation, health and safety, wellness, learning, and culture and engagement to deliver service excellence and strengthen our local health care system.
- Provide strategic advice to our executive team and to our system partners in order to address complex needs and issues, ensuring the human impacts of business decisions are understood and factored into planning and decision-making.
- Support the CEO in communicating with and advising the board on matters related to human resources management, labour relations and organizational development planning, operations, and other requirements.
- Partner with other VPs in leading staff in a matrix organizational structure to cooperate across functions to deliver and align projects, initiatives or services.
- Provide leadership and oversight to staff including work delegation, coaching, performance management and goal setting.
- Lead the development and enhancement of HR policies and procedures to address the LHINs mission, culture, emerging trends (e.g. social media, digital security) and regulatory requirements.
- Employ organizational effectiveness strategies and initiatives including program evaluation, organizational design and change management to improve efficiency in work processes, decision making, employee performance, systems and culture.
- Develop, deliver and continually assesses the organization's talent management strategies to effectively attract, develop and retain the human capital to achieve the LHINs operational and strategic objectives.

- Recommend 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 consult and advise 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.
- Participate on or lead provincial working groups, committees and other initiatives to advance shared objectives, develop best practices and/or align efforts.

LOCATION: This position is located in London, Ontario.

How do I qualify?

Education:

- University undergraduate degree/Master's degree (preferred) in business administration, human resources, industrial relations or relevant field, or equivalent combination of education and experience.
- Certification as a Certified Human Resources Professional designation considered an asset.

Experience:

- **Executive Management:** Minimum 10 years of senior human resources management experience (or equivalent) in a unionized environment.
- **HR Leadership:** Extensive knowledge and experience developing and delivering programs in the major functional areas of human resources management including HR planning, talent management, organizational development (i.e. learning, succession, leadership development, performance management etc.), health and safety, employee wellness, workforce management, total compensation and culture.
- **HR Policies and Practices:** In-depth development knowledge of organizational and HR leading practices, policies and procedures and related legislation.
- **Labour Relations:** Experience and skill in labour relations management including collective bargaining, collective agreement administration and dispute resolution.
- **Program Evaluation:** Well-developed knowledge of evaluative tools to assess HR programs and services.
- **Healthcare:** Knowledge of Ontario health sector and workforce trends within this sector.
- **Communications:** Communication and presentation skills to lead initiatives and advise the CEO and senior management team.
- **Interpersonal:** Communication and inter-personal skills, to work effectively and develop trust with the Board of Directors, CEO, other senior management and staff, and to liaise with stakeholders.

Technical Skills:

- Proficient with PC based Hardware/software and inter/intranets.
- Comprehensive knowledge of Microsoft Office, Excel, Outlook, Adobe Acrobat, Power Point, Eclipse

Language:

- Proficiency in French is an asset.

How can I be considered?

Should you be interested in this exciting opportunity, please visit send your resume to careers@waterhousesearch.ca by April 6th, 2018 or sooner. Should you wish to speak with our Executive Recruiter please contact Jon Stungevicius at 416-214-9299 x1 or email Jon at jon@waterhousesearch.com.

Compensation includes competitive salary, benefits and pension plan.

For further information on the South West LHIN please visit: <http://www.southwestlhin.on.ca>

The LHIN is an equal opportunity employer and all applicants are welcome. We thank all candidates for their interest, however, only those selected for an interview will be contacted. Individuals with a disability requiring accommodation during the application and/or the interview process should advise the recruitment contact so arrangements can be made.