



ONE CARE Home & Community Support Services

Executive Director (Hybrid)

ONE CARE Home & Community Support Services is a dynamic non-profit organization passionately dedicated to enhancing the quality of life for seniors and individuals with health challenges in Huron and Perth Counties. With a mission to provide accessible and comprehensive home and community support services, ONE CARE empowers individuals to live independently and with dignity in their homes. The organization offers various programs, including personal support, homemaking, transportation, meal services, and social programs, all tailored to meet the community's unique needs. By prioritizing personalized care and fostering a sense of belonging, ONE CARE stands as a lifeline for those it serves, ensuring they can thrive in their own environments.

Prime Management Group Inc. is pleased to be partnering with ONE CARE Home & Community Support Services in the search for a visionary, values-driven and dedicated Executive Director to lead their motivated and highly committed team located throughout Huron and Perth Counties.

Reporting to the Board of Directors, the innovative and passionate Executive Director will guide the complex operations of ONE CARE as a multiservice healthcare provider within Huron and Perth Counties, while overseeing and implementing essential healthcare-based operations and services tailored to the community's home care needs. Working closely with the Board of Directors, this trusted leader will operationalize ONE CARE's strategic plan, continually adapting to the evolving and emerging healthcare needs of the community. Additionally, the results-focused Executive Director will collaborate with various community and healthcare partners to extend the organization's reach and elevate ONE CARE's reputation as a leading provider of integrated essential services.

The visionary Executive Director will motivate staff and volunteers by promoting a culture of collaboration, recognition, and professional growth while fostering a positive and inclusive work environment that attracts, retains, and develops top talent. Moreover, the Executive Director will proactively develop and refine operational policies and procedures to enhance the organization's financial performance and risk management strategies, ensuring the highest ethical standards are maintained. By leveraging industry-leading best practices, this respected leader will effectively oversee the organization's financial operations to ensure alignment with ONE CARE's strategic goals. This holistic approach will position the organization for sustainable growth and continuous improvement, enabling it to serve the community better and achieve its overall mission and vision.

The forward-thinking Executive Director will build and maintain strong relationships with key stakeholders, including community leaders, healthcare providers, policymakers, and funders which will enhance the organization's visibility and public image. Additionally, this service-minded Executive Director will advocate for policies and practices that support the community's well-being, engage in policy development, influence public policy at all levels, and represent the organization in policy discussions and forums. Finally, this leader will identify and pursue opportunities for partnerships and resource development, cultivate relationships with potential

donors, grant providers, and other sources of financial support, and ensure effective stewardship of resources and transparency in reporting to stakeholders.

To excel in this role, the confident Executive Director should have:

- Post-secondary degree (or equivalent) in Business Administration, Public Administration, Social Sciences, or a health-related field.
- Minimum of 5-7 years of progressive management, leadership, and operations experience in home care and community support services (preferred), ideally at the Executive Director level.
- Strong understanding of Ministry of Health guidelines related to home care and community support services, including current government policies, accreditation, and legislative requirements.
- Exceptional visionary leadership skills and a proven history of mentoring and motivating teams to high-performance levels.
- Demonstrated success in supporting a volunteer board to accomplish its policy governance mandate.
- Experience or knowledge of providing home care and community support services within a rural environment (preferred).
- Strong skills in budget and financial management, and non-profit operations; and an ability to navigate successfully in an environment with funding challenges.
- Extensive experience in developing highly collaborative and value-added community relations and communications.
- Ability to think strategically and holistically, with a solid understanding of program development, implementation, and evaluation tailored to community needs.
- Experience in managing facilities and capital assets.
- A solid understanding of diversity, equity, and inclusion, including implementing programs that align with the non-profit organization's values.
- Ability to obtain a background/police Vulnerable Sector check.

Working in partnership with ONE CARE, Prime Management Group Inc. will accept all resumes and cover letters from interested candidates in confidence. To express your interest in this opportunity, [please submit your application here](#).

Requests for additional information about the role and/or confidential suggestions or nominations may also be submitted. Please contact Michelle Rawson at micheller@pmg.on.ca or 519 672-7710 to discuss in confidence.

Prime Management Group Inc. is an Executive Search & Recruitment + HR Consulting firm serving Southwestern Ontario and beyond. Our search process ensures unwavering confidentiality while respectfully adhering to the Human Rights Act to uphold an unbiased and successful process for our candidates. We are committed to equity, value, and diversity and welcome applicants from diverse backgrounds.