



Alzheimer Society

SOUTHWEST PARTNERS

Your *partner* in dementia care in Elgin, Middlesex and Oxford

Chief Executive Officer Opportunity

Are you ready to step into a rewarding career with a premier executive opportunity, where your leadership can make a real difference?

Do you seek an inspiring leadership position as CEO, empowering you to drive our mission forward and create lasting impact?

Can you embrace a high-impact leadership role and join us in transforming the lives of those affected by Alzheimer's disease and other dementias?

If so, this could be the ideal career opportunity for you! We would like you to join us as the CEO of our organization dedicated to alleviating the personal and social consequences of Alzheimer's disease and other dementias. You will serve as the official staff representative and key liaison to our Board of Directors, assisting and advising on policy matters, and managing all operations of the Society and its Foundation. You will also translate our organization's strategy into actionable operational plans while ensuring the hiring, supervision, and evaluation of all staff. This role offers a unique opportunity to shape the future direction of the Society, build relationships with healthcare and community partners, and inspire a dedicated team. If you are a visionary, authentic, and collaborative leader with financial acumen and a passion for dementia support, we invite you to apply and make a lasting impact.

ABOUT SOUTHWESTERN ONTARIO

Southwestern Ontario, Canada, offers a dynamic blend of urban sophistication and natural beauty. Home to thriving cities like London, Woodstock, and St. Thomas, the region provides excellent healthcare, education, and cultural amenities. Outdoor enthusiasts will enjoy stunning landscapes, from the shores of Lake Erie and Lake Huron to the scenic trails of the Bruce Peninsula, along with numerous festivals, museums, and heritage sites.

The region is also renowned for its agricultural bounty, providing farm-to-table culinary delights and a burgeoning wine industry. With a lower cost of living compared to larger metropolitan areas, Southwestern Ontario offers a high quality of life, excellent work-life balance, and a welcoming community spirit. Families benefit from top-rated schools and numerous recreational activities, while professionals find ample career opportunities in healthcare, education, manufacturing, and technology.

ABOUT ALZHEIMER SOCIETY SOUTHWEST PARTNERS

The Alzheimer Society Southwest Partners (AlzSWP) is a dedicated local community agency committed to supporting individuals living with dementia and their care partners. As part of a network of Alzheimer Societies across Ontario, we offer a comprehensive range of services in our region, centered around three pillars of care: dementia education, counselling and support services, and therapeutic recreation, health, and wellness activities. Serving the counties of Elgin, Middlesex, and Oxford, we employ a team of highly skilled professionals, including registered social workers, to ensure our programs meet and exceed client needs. Supported by over 350 dedicated volunteers, our non-profit organization and registered charity is governed by a volunteer board of directors. We have a budget of approximately \$5.5 million, employ 65 full-time staff members, and operate from three locations throughout the region.



Our mission is to provide community and person-centered support and education to those impacted by dementia. We envision a world where no one impacted by Dementia goes unsupported, and our values of **Collaboration, Excellence, Respect, Compassion and Belonging** guide everything we do.

ABOUT THE ROLE

As the CEO, you will be the official staff representative and key liaison to our Board of Directors, both for the Society and the Foundation. Your responsibilities will include:

- Society and Foundation Board Collaboration: Assisting and advising the Boards on policy matters and providing comprehensive reports on all areas delegated to you by them.
- Leadership and Management: Ensuring the hiring, supervision, direction, and evaluation of all staff, while managing all operations of the Society.
- Strategic Implementation: Translating the organization's mission, vision, and values, into actionable operational plans and ensuring their successful implementation,

Your purpose will be to:

- Lead an organization committed to supporting those affected by dementia and promoting groundbreaking research.
- Shape the future direction of the Society in collaboration with the Board by implementing the recently completed strategic review.
- Inspire and guide a dedicated team, fostering a collaborative and supportive work environment.
- Build and strengthen relationships with healthcare systems, municipal and community partners.

Your job responsibilities will include:

- Implementing the 2024-2029 Strategic Plan with input from staff, clients, and stakeholders, ensuring alignment with Alzheimer Societies in Ontario.
- Managing the strategic plan with committees, initiating actions to meet goals and objectives.
- Fostering a healthy organizational culture and developing a strong leadership team.
- Overseeing daily operations, ensuring financial accountability and control over revenue and expenses.
- Monitor the \$5.5 million budget and financial status, assist with annual budget preparation, and report to the boards as required.
- Building strong partnerships with key stakeholders to enhance services and act as the spokesperson and advocate at various levels.
- Preparing CEO Reports for Board Meetings and overseeing a measurement plan for program statistics.
- Managing the Enterprise Risk Management plan and supporting the development of the Society's research program.

- Promoting and overseeing fundraising activities, special events, and stewardship of major gift donors.
- Ensuring effective human resources management, including recruitment, training, performance appraisals, and policy development.

To be successful at this role, you should have the following qualifications and experience:

- University degree (or equivalent) in health care, public health, administration management, or community care.
- Minimum 5 years of experience in public health, community care, or a related field, including human resource management.
- Strong experience with Boards of Directors, health system partners, and knowledge of relevant legislation.
- Strong financial management, administration skills, and proficiency in Microsoft Office (Word, Excel, Outlook, PowerPoint).
- Excellent written and verbal communication, organizational, and interpersonal skills
- You should also have a valid driver's license and access to a vehicle as there is a requirement for regular travel.

We would like you to have a master's degree in business administration or health administration, but that is not essential.

We are looking for a person who can demonstrate these attributes:

- Visionary Leadership: Ability to develop and implement strategic plans aligned with the mission and goals of Alzheimer Society Southwest Partners.
- Collaborative Nature: Skilled at building and maintaining relationships with diverse stakeholders, including healthcare systems, municipal partners, and community organizations.
- Financial Acumen: Proficient in financial management, budget oversight, and resource optimization.
- Authenticity and Genuineness: Sincere, transparent, and honest in interactions, building trust and rapport within the organization and with external partners.
- Be Calm and Composed: Maintains a calm demeanor in the face of challenges, guiding the organization with grace and stability.

FOR THE TOP CANDIDATE, WE WILL OFFER THIS COMPETITIVE PACKAGE:

- Salary starting at \$121,600.00.
- A competitive benefits package.
- Pension contributions with 6% company matching.
- 1.5 sick days per month, 2 personal days per fiscal year, birthday off paid.
- Competitive vacation time.
- Flexible work model after first 3 months (alternating 4-day work week).
- Hybrid work model with regular travel across Southwestern Ontario region.

COMMITMENT TO EQUITABLE RECRUITMENT:

AlzSWP recognizes the value and dignity of each individual and ensures everyone has genuine, open, and unhindered access to employment opportunities, free from any barriers, systemic or otherwise. We are dedicated to building a diverse and inclusive work environment, where the rights of all individuals and groups are protected and all members feel safe, respected, empowered, and valued for their contributions. Our values include collaboration and respect and are the guideposts we use for decision-making of all kinds. We believe that this will guide the organization toward a place of inclusion for all where equity and access to essential support and services becomes the reality.

We are committed to inclusive, barrier-free recruitment and selection processes in accordance with the Human Rights Code and AODA. AlzSWP welcomes those who have demonstrated a commitment to upholding the values of equity and social justice, and we encourage applications from First Nations, Inuit and Métis, Indigenous Peoples of North America, Black and persons of color, persons with disabilities, people living with dementia, care partners and those who identify as 2SLGBTQAI+.

If you require accommodation, please inform us at any stage of the application process to ensure your needs are met.

HOW TO APPLY:

Ahria Consulting is delighted to partner with AlzSWP's Board of Directors on this critical search. If you believe that you have the skills, experience, and desire to serve AlzSWP as their next CEO, we want to hear from you! Please send your cover letter and resume in a single document to recruiting@ahria.ca. We look forward to hearing from you.

If you have additional questions about this role, please contact:

Kelly Gillis, Vice President, Ahria Consulting

Kelly.gillis@ahria.ca

519.642.2612 ext.301

Ahria Consulting

201-235 North Centre Road

London, ON N5X 4E7