



Executive Director Hope Place Centres Milton, Ontario

Hope Place Centres (www.hopeplacecentres.org) was formed in 2004 as a result of the amalgamation of Hope Place Women's Treatment Centre and Halton Recovery House. The Hope Place Outpatient Centre in Oakville was established in 2000.

The organization is now comprised of these three owned and leased facilities located in the Halton-Peel region. Its success and enduring reputation are based on over 30 years of addiction treatment services as the sole residential provider in the region.

HPC provides a women's residential addiction treatment and a men's recovery program (both government sponsored and fee for service beds) that empower clients to make responsible and well informed choices resulting in positive lifestyle changes, improved functioning and better health. Services include inpatient and outpatient care with efficient facilities offering a variety of state of the art programming and caring staff with an excellent outcome record.

The ED will report to the Board of Directors. An involved and highly collaborative Board representing many professions and a variety of well-developed skill sets and expertise supports Hope Place Centres.

The new Executive Director will provide enlightened management and leadership to a total staff complement of 35 (including full time Program Managers, counsellors, intake coordinators, nutritionists, admin staff and part-time/relief counsellors) across the three facilities. The ED will lead the organization to new levels of efficiency and patient services, implementing best practices in all areas of the organization.

A detailed job description is available outlining supervisory, operational, HR, external liaison and administrative responsibilities and objectives. Key responsibilities will include critical leadership of operations, human resources, finance and administration, fundraising and corporate client/EAP development, patient care/services, health and safety and Board support.

Current funding is through the Mississauga Halton Local Health Integration Network (LHIN), the United Ways throughout the region, the Ontario Trillium Foundation and their own fund raising activities. The new ED should have contacts within these organizations, be able to work collaboratively and build bridges with them as well as the likes of CAMH.

EDUCATION

Ideally, a university graduate with degrees/equivalency and or designations/certification in any of social work, psychology, mental illness/addiction treatment/counselling or related technical fields. In addition a business qualification would be helpful.

The candidate should believe in "continuing education" and be interested in keeping skills updated and remaining current with new addiction treatment concepts and business management and leadership approaches.



An academic understanding and or practical/personal experience, passion and appreciation for the abstinence philosophy are preferred.

EXPERIENCE

Ideally candidates will come from the not-for-profit/health care sector, small to mid sized organizations with high demands, limited resources, comfortable “wearing many hats”, a multi-tasker, hands on style and very importantly, a people person.

Should have a minimum of 10 years broad management experience in health care/social services related organizations (ideally drug and alcohol addiction treatment) and bring a successful record of execution, leadership, vision, general management, human resources and patient care with the ability to “make a difference” and be resourceful in a busy, demanding and complex treatment environment.

Candidates should have managed multi-site organizations, with the ability to provide both organizational and strategic leadership and execution to all aspects of the business including the identification and implementation of new services and programs.

The new ED will be knowledgeable on where addiction healthcare is going and be a valued ambassador for clients and the centres within the community.

Ideally, the new ED should have knowledge of or experience with the Accreditation Canada process.

PERSONAL SKILLS

- Unquestioned personal and professional integrity.
- Candidates must blend technical management, strategic and personal skills, bringing an operating perspective to the role and the organization – hands-on, flexible, fair and equitable management style.
- Strong general business and finance skills (accounting, strategic and financial planning and control, experience developing budgets, spreadsheet preparation, fiscal reporting including funding proposals and evaluation assessments).
- Strong interpersonal skills are key including excellent people management skills, maintaining professional reporting boundaries, capable of setting performance standards, exhibiting mature judgment, managing staff toward meeting and exceeding objectives – politically astute and a supporting role model for staff.
- Skills must also include the ability to understand addiction treatment trends and to be a visionary leader who can work effectively with and report to stringent external (government, LHIN, United Way, etc.) stakeholders.
- A team player / leader – sense of urgency to get things done – self-starter.
- Planning skills are very important – the ability to look forward, anticipate issues, an out of the box thinker, a vision for the future.
- Candidates must bring strong communications skills, oral and written (proposals, reports, minutes), open and honest, the maturity to meet with people throughout the addictions community – an ambassador for HPC with an external focus.
- Hands-on, flexible manager, well-organized, effective time manager in a busy culture – able to operate within tight time frames and able to gain credibility and trust with the Board quickly and work effectively, openly and proactively with Directors.



- A collegial, participative management style that empowers staff to do their job and facilitates a collaborative team approach across the three facilities.
- Ability to “lead from behind” in assisting Board with ongoing and future challenges and being an open connection between the Board and staff.
- Brings enthusiasm, drive and a strong work ethic.
- A quick study, acumen to learn, picks up things quickly.
- Sense of humour, positive outlook, affable personality.
- A personality to “fit” the Hope Place culture and make HPC a great place to work.

An experienced leader who has worked closely with Boards, and whose business and addiction background demonstrates a record of achievement in serving clients and managing effectively will thrive in this mandate. A very competitive compensation and benefits package is available.

All submissions are confidential. To express your candidacy by September 10, please quote Project HPCAO 810 when forwarding your resume to michael.brown@lesp.ca

Legacy Executive Search Partners Inc.
67 Yonge Street
Suite 600
Toronto ON M5E 1J8