



## Position Profile: Transformational President and Chief Executive Officer

Amidst this era of profound transformation, as the organization embarks on a journey of reimagining, reinvention and growth, the next long-term President and Chief Executive Officer (CEO) will build upon HANS and igitly's strong foundation to lead HANS and igitly into an expansive and re-visioned future with steadfast commitment to the organization's long-term success.

Reporting directly to the HANS Board of Directors (the Board), as the President and CEO, you will be responsible for planning, operating and evaluating its programs and services and identifying areas for optimization and growth. You will collaborate with your team and key partners to strengthen current service offerings and to identify new markets, sectors and clients to add value to other organizations that positively impact the social determinants of health. You will be responsible for improving services through best practice review and continuous improvement approaches appropriate to the needs of the diverse membership. You will strengthen and build upon current management structures for the organization while proactively developing critical internal and external relationships. You will engage and lead a talented, dedicated, and compassionate team who care deeply about the work that they do and one another.

You will ensure that the vision, strategic objectives and the operational plans of HANS and igitly are carried out and will provide proactive and effective delivery of services to its members.

# The Current Mandate

## Key Priorities

- In collaboration with the Board, establish a clear vision, a compelling value proposition for members, and a strategic direction that is well communicated, supported and understood by staff, members, and external partners and funders.
- Establish credibility, trust and strong relationships with HANS and igility team members across the organization.
- Build an understanding of areas of strength within both HANS and igility and work collaboratively with the team to identify areas for improvement and service optimization and opportunities for collaboration across teams.
- Enable better cross-departmental/organizational collaboration. Empowering the leadership groups to work to break down silos that exist within the organization.
- Identify key areas of growth and conducting business development for the expansion of service offerings beyond the healthcare sector, to new markets and organizations that contribute to advancing the social determinants of health.
- Reestablish, rebuild and nurture partnerships and relationships with funders.
- Build relationships and understanding of membership of HANS to optimally align service HANS' service offering based on their needs and to continuously demonstrate tangible, measurable value.
- Through a highly collaborative and consultative approach, establish clear objectives and determine an operational plan and change agenda that is going to deliver the metrics that members and others want and require.

# Key Responsibilities

Key responsibilities of the President and CEO include:

- Provides inspiring leadership through communication, accessibility and shared vision
- Sets a positive tone for HANS and igility by suggesting new ways for the organization to provide enhanced programs and services to members
- Plans and approves all long term and short term programs of all activities of HANS and igility's management and operations
- Ensures that business processes are implemented and aligned to the goals and objectives of HANS and igility
- Leads and participates in the development of strategies, goals and objectives for HANS and igility
- Creates within the senior leadership team, an openness to new ideas, encouraging innovation
- Implements a culture of accountability for actions and results
- Evaluates outcomes and determines the most effective use of resources.
- Presents business and financial ideas and solutions for review by the Board
- Ensures the effective and efficient management of the organization in order to contribute to the goals and objectives of HANS and igility.
- Ensures best practices are reviewed and introduces performance measures that strive for continuous improvement
- Develops and approves business/service plans and programs that fulfill HANS and igility's service delivery and financial objectives
- Enhances organizational effectiveness across HANS and igility by identifying where and how programs, services and systems interrelate within HANS and igility
- Liaises with the Board, Executive and other groups
- Assists the Board and senior leadership team to enhance HANS and igility's reputation for excellence in innovative service delivery through constant review of member needs
- Prepares objectives for HANS and igility's future and recommends their adoption of the Board
- Develops and administers HANS and igility's policies governing the manner in which business will be conducted within the Board framework of the mandate given by the Board





## Ideal Candidate Profile

As the ideal candidate, you are a highly credible, authentic, compassionate, and approachable transformational leader who puts people first, enables innovation and inspires new ways of thinking. A proven change leader, you bring a track record of effectively leading, and enabling system level change within complex, multi-partner environments and have demonstrated commitment to monitoring and nurturing change over the long-term. You build and motivate highly engaged, empowered, innovative and collaborative teams and are experienced in working with boards. You foster highly diverse, equitable, inclusive environments wherein every member of the community feels validated and accepted.

A natural relationship builder, you build lasting, trusted relationships with the Board, members and government, industry and community partners alike. You are an experienced people, financial and operational leader, adept at leading in a digitally enabled context and leveraging data, systems and new technologies to advance organizational goals. You have exceptional communication skills, both written and verbal and effortlessly engage and collaborate with a diverse range of audiences.

Visionary and strategic, you possess the ability to anticipate future trends, translating them into actionable plans that maintain HANS' and igility's relevance and impact in the rapidly changing landscape in Nova Scotia. Experience within or and understanding of the healthcare sector, non-profits and their funding structures would be considered an asset.

You are energized by the opportunity to lead organizational transformation and evolution of an organization with tremendous opportunity to expand its offerings of expertise, services and support to organizations across the full continuum of care whose mandates positively contribute to the social determinants of health.

# Key Competencies

## Collaborative, Relationship Builder

You build trusting, long-term relationships with partners and members, identifying areas of mutual long-term interest and trust-building. You prioritize collaboration and consultation and work productively and positively with diverse constituencies. You are comfortable taking initiative and proactively reaching out to new partners, building rapport with ease. You possess the skillset to effectively and meaningfully engage with HANS' membership. You have proven your ability to build relationships across organizations and sectors, including with government, members, and community partners. You bring a proven ability to work closely and effectively with boards. You are skilled in fostering agreement and harmony within a group, by actively listening to diverse perspectives and identifying common ground. You have the unique ability to create a mutually beneficial community that contributes to organizational success.

## Strategic and Innovative Visionary Leader

You are an experienced, inspirational leader and systems thinker always keeping the long-term vision and goals of your organization at the forefront of your decision making. You apply novel solutions to make improvements and demonstrate creativity in identifying new business growth opportunities. You suggest alternative ways to view or define problems and are not constrained by conventional thinking and the way things have been done in the past. You collaboratively engage others in shaping the vision for your organization. You can communicate a compelling, unified vision and unite and inspire others in pursuit of that vision. You demonstrate humility and the strong sense of self needed to know when to pause to seek more information and when to make decisions. You support and champion the strategic initiatives of others.

## Leads with Kindness, Compassion and Authenticity

You are a strong values-based, emotionally intelligent and high integrity leader who believes in putting people first. You are highly authentic, kind, inclusive, empathetic, transparent, and approachable. Being

present and accessible to your team and partners is important to you. You are highly motivated by purpose driven work. You demonstrate compassion and empathy and truly care about those that you work with and impact through your work. You lead with humility and embody a servant leadership style that aligns well with Simon Sinek's adage that 'Leaders Eat Last'.

## Transformational Change Leader

You bring proven experience effectively leading and a commitment to long-term transformation and change at a system level. You collaboratively engage others across, and outside, your organization to build momentum for change. You are dedicated to stewarding an organization through transformative changes and demonstrate a steadfast commitment to its long-term evolution and success. You are calm and thoughtful in your approach to decision making. You effectively and comfortably navigate complexity and ambiguity in advancing change initiatives. You possess excellent communication skills enabling you to articulate the rationale behind change initiatives to cultivate buy-in and support for change. Your keen problem-solving ability enables you to identify areas for improvement and devise innovative strategies to effectuate change smoothly. You navigate uncertainties and adjust strategies as needed. Your resilience enables you to persevere in the face of setbacks to ensure continuous progress. Ideally, you bring direct experience leading within the health care sector.

## Championing Diversity, Equity and Inclusion

You maintain an inclusive climate wherein every member of the community feels validated and accepted. You recognize the systemic inequities that have and continue to impact marginalized communities and the important role leadership plays in striving for equity and accessibility within the workplace. You bring a strong degree of cultural competence.

# Key Competencies (cont'd)

## Team Builder

You are a steward of positive culture, with the ability to support, empower and develop others. You have proven your ability to break down organizational silos and enable teams to effectively collaborate across your organization. You help establish a workplace culture where equity, diversity, inclusion and accessibility are prioritized. You create a climate in which people want to do their best while motivating the team. You can assess each person's strengths and unique contributions and can help them leverage those strengths to benefit the team. You comfortably delegate work while empowering others. You invite input from each person and share ownership and visibility. You engender trust, make each individual feel that their work is important and are someone that people enjoy working for and with.

## Results Oriented, Accountable Leader

Highly accountable, you enjoy a challenge and set high expectations for your and your teams' performance. You will work with your team to set goals and objectives linked directly to organizational strategy. You effectively achieve results through collaboration. You are willing to work hard to achieve results and you assume personal responsibility for achieving outcomes and finishing what you start. You bring a proven record of enabling achievement of strategic organizational goals.

## Active Listener and Exceptional Communicator

You can write and speak clearly and effectively, taking into account the different needs of each audience and translating complex information effectively. When others speak, you give your focused attention on what they are saying so they feel heard and understood. You have exceptional interpersonal skills, are persuasive and able to create space for debate and discussion while motivating groups of people to work together. You establish clear communication lines between the leadership team, the board and all staff members.

## Strong Business and Digital Acumen

You bring a breadth of broad operational and financial leadership in a digitally enabled environment. You bring strong experience developing budgets and an excellent understanding of the financial impacts of decisions. You understand how businesses work and are knowledgeable in current and possible future policies, practices, trends, and information affecting organizations within the public sector. You effectively identify opportunities for revenue generation and cost optimization within your organization. You possess a solid understanding of various digital technologies, platforms, and tools that are integral to the workplace and understand at a strategic level the importance of understanding emerging trends in cybersecurity, artificial intelligence and data systems. You have proficiency in navigating and leveraging digital systems to enhance productivity and innovation. You easily analyze and interpret data, staying abreast of emerging trends and technologies to make informed decisions.

