



Organization: Baycrest
Position Title: Executive Director, Long-Term Care
Reports to: Executive Vice President, Clinical Programs
Location: Toronto, Ontario

THE ORGANIZATION

[Baycrest](#) is a global leader in geriatric residential living, healthcare, research, innovation and education, with a special focus on brain health and aging.

Baycrest is home to a robust research and innovation network, including one of the world's top research institutes in cognitive neuroscience, the Rotman Research Institute; the scientific headquarters of the Canadian Consortium on Neurodegeneration in Aging, Canada's largest national dementia research initiative; and the Baycrest-powered Centre for Aging + Brain Health Innovation, a solution accelerator focused on driving innovation in the aging and brain health sector. Fully affiliated with the University of Toronto, Baycrest provides excellent care for older adults combined with an extensive clinical training program for the next generation of healthcare professionals. Through these initiatives, Baycrest has remained at the forefront of the fight to defeat dementia as our organization works to create a world where every older adult enjoys a life of purpose, inspiration and fulfilment.

Founded in 1918 as the Toronto Jewish Old Folks Home, Baycrest continues to embrace the long-standing tradition of all great Jewish healthcare institutions to improve the well-being of people in their local communities and around the globe.

THE OPPORTUNITY

The Executive Director, Long-Term Care will be the administrator and have oversight of the operations of the Apotex Centre, Jewish Home for the Aged ("Apotex Centre"), a 472-bed long-term care facility with a budget of approximately \$40M. Responsible for all care and support operations that impact the resident experience, the Executive Director is a passionate advocate for long-term care and continues to advance the exceptional quality of the Apotex Centre.

The Executive Director will build on a strong quality improvement culture and spearhead the implementation of a new model of care for the Apotex Centre as a "best in class" home for seniors' care. An innovative change leader, the Executive Director will collaborate with key partners to lead transformative initiatives to create and sustain an exceptional resident experience, team culture and care model focusing on resident quality of life, service excellence and exceptional quality outcomes. The Executive Director will support a culture of learning, innovation, and growth through inter-professional collaboration and empowerment, and by enabling remarkable performance at point of care. The Executive Director will work closely with other Baycrest leaders to judiciously oversee the effective and efficient use of resources.

QUALIFICATIONS

- Master's degree in a related discipline is preferred; a combination of an undergraduate degree with significant senior management and leadership experience will be considered;
- Current Long-Term Care Administrator Certificate required;
- Progressive leadership experience with a track record of success in a client-focused and complex multi-stakeholder and partner environment;
- Extensive long-term care experience and knowledge of long-term care funding;
- Thorough knowledge of the Long-Term Care Act and Regulations, Nursing Home Act, and other pertinent Provincial and Municipal laws and regulations;

- Experience in building and sustaining strong working relationships with both internal and external stakeholders, including government, community service organizations and funders;
- Exceptional relationship developer capable of inspiring teams and working with organizational partners to facilitate change while fostering a culture of creativity and innovation;
- Demonstrated ability to work well with diverse populations and volunteers;
- An engaged leader with excellent communication and interpersonal skills, and a record of achievement in leading change in dynamic environments;
- Experience working in an organization with an invested and well-established community base of support.

KEY COMPETENCIES

- Broad knowledge of the changing health care environment and awareness of current trends and best practices in long-term care;
- Exceptional ability to communicate and promote a vision with a sense of urgency, enthusiasm and drive for results;
- A change agent, inspiring highly collaborative leadership and an engaged team player with experience in leading transformational change efforts;
- A pragmatic optimist with the courage and foresight to implement change;
- Highly self-directed with a capacity for leading and executing competing initiatives and projects in changing environments;
- Decisiveness, action-orientation, personal integrity, capability to persevere in difficult situations and focus on strategic leadership issues;
- Strong verbal and written communication skills;
- High emotional intelligence, continually seeking to understand and act upon internal and external client and staff needs, concerns and priorities.

CONTACT INFORMATION

For further information about this opportunity, or to submit your expression of interest (cover letter and current resume), please contact Chris Sawyer (chris.sawyer@lhhknightsbridge.com / 1 416-640-4312) or Jack Penaligon (jack.penaligon@lhhknightsbridge.com / 1 416-928-4646).

About LHH Knightsbridge – www.lhhknightsbridge.com

Thank you for your interest in this opportunity. All successful candidates will be required to complete a police reference check/vulnerable sector screen. Baycrest staff all share in maintaining a safe care environment for clients, families, and visitors and a safe work environment for staff, students, researchers, physicians and volunteers. Baycrest is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation in order to participate as a candidate in the hiring process, please communicate your needs to the recruitment team.