

Director, Testing

Canadian Blood Services (“CBS”) is seeking a Director, Testing to bring exceptional leadership to the continued development of enabling capabilities for testing performance and diagnostic services in an organization experiencing continued and inspiring transformation. The Director, Testing will continue CBS’s strategic journey to becoming a best-in-class manufacturer of biological products. Strongly aligned to CBS’s Mission, Vision and Values, the Director, Testing will work to ensure Canadian Blood Services remains the trusted provider of high-quality fresh blood components and transfusion and diagnostic related services for the Canadian health care system and Canadian patients.

Based at one of CBS’s two major testing sites in Brampton, Ontario or Calgary, Alberta, reporting to the Chief Supply Chain Officer & Vice-President Donor Relations (“CSCO and Vice President, Donor Relations”) and working in partnership with Medical Affairs and Innovation (“MAI”), the Director, Testing provides leadership and accountability for donor testing and diagnostic services through the development and delivery of state-of-the-art business processes and testing solutions. The Director, Testing will lead the testing team in driving organizational excellence as part of an integrated supply chain. Serving as a strong strategic testing leader and trusted advisor to the CSCO and Vice President, Donor Relations, the CBS Executive Management Team and other key CBS internal and external stakeholders, the Director, Testing will inspirationally and collaboratively advance the testing business processes and technology solutions to support CBS’s key business priorities and strategies, including the development of new capabilities for greater health system benefits.

The Director, Testing as part of the integrated supply chain operations, will use testing expertise to lead donor testing capabilities and also deliver safe and value add diagnostic services to hospital customers and transfusion and blood services. The Director, Testing, in collaboration with regional operational leaders, will be responsible for maintaining overall accountability for testing services, including Donor Testing Laboratories, Diagnostic Services, Product Quality Control Laboratories, Reference Laboratories and HLA/Platelet Laboratories ensuring efficient and effective supply chain processes are consistently executed.

Along with the CBS Leadership Team, the Director, Testing will develop and maintain CBS’s strategies in order to support the implementation of critical new and emerging testing technologies and best practices. The Director, Testing will be constantly informed of emerging trends and developments in testing, scientific approaches and vendor offerings. This will be manifested and communicated via a testing roadmap for CBS that will be co-created with Medical Affairs and Innovation and the Strategy Office in People, Culture and Performance. Three broad domains of alignment with MAI will occur through the scientific and research fields of immunohematology, transmissible disease testing and genomics. This will ultimately lead to the creation and implementation of an industry-leading testing innovation agenda addressing capability development, technology solutions and testing workforce skills and capabilities. The Director, Testing will oversee and support strategic, cross-functional initiatives related to improvements in CBS’s testing processes and compliance, regularly reviewing and adjusting to align with changing business priorities. As part of the integrated supply chain, Testing processes will always ensure the delivery of exceptional internal and external (hospital) service and experience outcomes. The Director, Testing will collaborate with internal stakeholders to create partnerships to build strong relationships with funders. In addition, the Director, Testing will build strong relationships with external stakeholders such as testing service providers, laboratories, blood systems and vendors.

This is an outstanding opportunity for an innovative and collaborative testing leader to be part of an engaged and passionate leadership team that delivers essential, mission-critical services within Canada’s larger healthcare system. The successful Director, Testing brings a Bachelor of Science degree in a relevant discipline from a recognized post-secondary academic institution and licensure, registration or certification in a transfusion-related medical, clinical or technical discipline, or a PhD in a relevant discipline with postdoctoral training in laboratory medicine. A degree in Hospital/Business Administration or Public Health is also an asset.

The Director, Testing has 10+ years of deep technical expertise and testing leadership experience gained within the laboratory transfusion medicine-related subspecialty environment, or within pharmaceutical, time sensitive manufacturing, plasma protein products/supplies or related healthcare organizations. The Director, Testing is a leader with high emotional Intelligence and a proven ability to provide guidance and direction in the delivery of day-to-day operations of testing services, a keen sense of project / program management oversight while also providing thought leadership around the future of these processes, always ensuring that the CBS name represents trust and value to Canadians. Highly credible, the Director, Testing is technically and scientifically competent, knowledgeable and innovative in one or more of immunohematology, transmissible disease testing and genomics in relation to transfusion and transplantation medicine.

The Director, Testing understands market dynamics and is intimately connected with vendors and their current and future capabilities. The Director, Testing will have a high degree of technical competence in laboratory testing and a deep understanding of how to leverage technology solutions and the power of analytics to improve testing metrics, decision making and donor testing. The ideal candidate is a transformational, outcomes-oriented leader who is excited by the challenge and is connected to the commercial sector with a proven track record of building rapport and gaining essential buy-in and alignment across complex, multi-stakeholder environments. The Director, Testing is an inspiring opportunity to lead and drive testing excellence for Canadian Blood Services, now and for many years to come.

How to Apply

If you are interested in further exploring this exciting Director, Testing opportunity, please provide **your resume and a detailed cover letter** that highlights your background and connects the dots between your leadership experience and the key competencies outlined in this Position Profile and lets us know why serving as CBS's Director, Testing resonates for you. **Please address your cover letter to Lisa Heidman, Founder and Chief Executive Officer, Arlington Partners International and the CBS Selection Committee** and send your confidential materials directly to Lisa Heidman at lisaheidman@arlingtonpartnersinc.com.

We look forward to exploring your candidacy.