



Carefor Health & Community Services, established in 1897 as the first branch of the Victorian Order of Nurses (VON), has a long and rich history of providing home healthcare services and is one of Eastern Ontario's largest not-for-profit home care and community support services agencies. With over 1,600 employees and an annual operating budget of ~\$70M, Carefor is unique in the region due to the comprehensive suite of homecare services offered including nursing, occupational therapy, social work, in-home physiotherapy support services, and a wide variety of community health services. Carefor also owns and operates several residential care facilities offering retirement, respite, specialized supportive housing, and palliative care hospice services. The compassionate and professional care and support offered by our staff is central to our success. With offices in Ottawa, Pembroke, and Cornwall, Carefor has become a committed and valued part of the wellbeing of the communities we serve, and is looking for its next

Director, Human Resources

Reporting to the CEO, the Director will lead a team of HR professionals supporting a broad range of internal clients across Eastern Ontario. This HR leadership position has the primary role for envisioning, designing, and delivering a comprehensive set of "people first" policies, services and programs that support Carefor's strategic goal of having strengths-based, collaborative working environments. Building HR alignment across Carefor, this leader will engage their team and the organization in a Human Resources transformation, advising and guiding the leadership team in managing and optimizing its human capital, and driving engagement, change and innovative people-centered services. They will also foster a principled and respect-based approach to Carefor's labour-management relations and be the HR standard bearer for service excellence and building relationships at all levels.

The successful candidate will have excelled in a diverse and complex organization with an accomplished track record in all aspects of generalist Human Resources leadership. Desired attributes will include superior communications, interpersonal and team-building skills that enable the creation and maintenance of positive relationships across multiple stakeholder communities. Further, the successful candidate thinks and acts strategically, while also comfortable with direct involvement in developing the HR team and function. The Director will be a champion and spokesperson for the people dimensions of Carefor and will embody and foster its values through ethical behaviour, accountability, performance metrics and continuous improvement. A university degree in a related discipline, 8-10 years' progressive experience in a senior HR leadership role(s), along with a Human Resources designation would be ideal. Experience in labour relations, as well as strong business acumen, previous success in leading HR modernization and change projects, and a healthy sense of humour would be excellent assets to possess.

Carefor values diversity. We are committed to building a workforce that reflects the diversity of our communities. We thank all those who express an interest; however, only those under consideration for the role will be contacted.

Should you wish to learn more about this excellent leadership opportunity, call Mike Lupiano, Lupiano Executive Search, in confidence, at 613-862-2999, or email your CV and letter of introduction to:

Carefor.hr@lupianosearch.com

www.lupianosearch.com