

DIRECTOR, HEALTH & WELLNESS

TNO is looking for a strategic and experienced Director, Health & Wellness to join our fast-growing organization. In the past three+ years, TNO has experienced significant growth in our Health & Wellness portfolio and has demonstrated our impact on the communities in which we serve. Across the whole organization, TNO is deeply committed to serving our communities, and we are looking for a leader who shares our passion.

We know that health and wellness are about much more than just the absence of disease. Our approach to community health encompasses the social determinants of health and utilizes a community development model to promote health & wellness and strengthen community capacity.

Who We Are

TNO -The Neighbourhood Organization is a well-established community-based social and health service agency providing a wide range of programs and services supporting low-income and newcomer communities across Ontario and sometimes across different provinces through online services and referrals.

Established in 1985, TNO started as a family and newcomer support organization and has grown to over 170 staff and 200 volunteers. TNO provides a wide range of community, social, and immigrant settlement services including language training, child, youth, and family programs, employment services, primary health care services, housing services, programs for seniors, and support for families and people with disabilities, community development initiatives, mental health, and many other complementary programs

What We Need

This role will require an experienced, creative senior leader with strong people leadership skills, interpersonal skills, and stakeholder relations skills. This role is best suited to a highly motivated and proven professional with extensive background/experience in Community Health, or a related discipline relevant to this portfolio.

What You Will Do

Reporting to the Chief Operations Officer, and as a member of the senior management team, the Director, Health & Wellness will provide overall strategic management, operational leadership, expertise, accountability, and evaluation to all health-related programs and partnerships for the delivery of superior-quality programming resulting in optimal individual and community health outcomes.

The Director, Health & Wellness will also:

- Support and contribute to the development and implementation of strategic goals and operational plans at the Senior Leadership Team table
- Model TNO values supporting the creation of the desired organizational culture
- Develop an overall outcome-based program framework for Health & Wellness programs and service delivery
- Through program managers, develop and successfully implement programs and services which reflect the needs of the communities served, and as identified in the organization's strategic plan
- Develop and execute community engagement and community development strategies by nurturing stakeholder and community group relationships, and identifying and developing key external networks to engage in partnership opportunities
- Develop, manage and maintain ongoing collaborative arrangements and partnerships with other relevant agencies and authorities

- Represents TNO to funding authorities, the community other key stakeholders, and partners
- Develop resources and funding proposals, securing funding and monitoring program budgets
- Support and manage program managers and coordinators through coaching, providing feedback, and promoting learning and development opportunities
- Act as a catalyst for organizational change; ensures adherence to funder, legal, contractual, and organizational policies, procedures, and accountabilities

Qualifications & Requirements

- A University degree in a related/applicable discipline. An MBA, or equivalent experience is considered an asset. Formal project management training or education is an asset
- Experience preferably in a community-based health care setting, or comparable social services NFP
- Experience leading and supporting health care projects (including Seniors Care and Mental Health)
- Have successfully built, developed, mentored, and managed multi-functional groups/teams
- High level of integrity, confidentiality, and accountability
- Proven track record of success leading and facilitating progressive organizational change and development within an organization
- Sound analytical thinking, planning, prioritization, and execution skills
- Excellent interpersonal skills, including the ability to gain respect and support across an organization, strong leadership skills, the ability to be simultaneously strategic and tactical.
- Excellent written and verbal communication skills and report writing skills and the ability to interface with senior management, stakeholders and the community
- Knowledge of related legislation (PHIPA, AODA, etc.)
- Able to identify key issues; creatively and strategically overcome internal challenges or obstacles.
- Previous experience in a culturally diverse environment

How to apply

To apply for the position candidates please send your cover letter and resume to **Leisa McKenzie, Manager, Human Resources**, lmckenzie@tno-toronto.org by **5:00 pm, EST Monday, November 28, 2022**.

All **internal** applicants should apply before **Friday, November 18, 2022** You are also welcome to email Leisa with any related questions.

This position is full-time and on-site. The location will be within any of TNO's service locations. Locations for this position may be added or moved to new addresses in the future.

Please note that TNO requires a mandatory Vulnerable Sector Screening prior to employment. You must be fully vaccinated against COVID-19, subject to any valid medical or religious exemption from vaccination as provided by the Ontario Human Rights Code.

TNO is committed to employment equity initiatives. We encourage residents of Thorncliffe Park, Flemingdon Park, and surrounding communities, and people who are racialized, Indigenous, people from the 2SLGBTQI+ community, people with disabilities, and other equity-seeking groups to apply. TNO is an equal opportunity employer. Accommodation will be provided in accordance with the Ontario Human Rights Code. Should you require accommodation at any stage of the recruitment process, please contact 416-467-0126.

We thank all applicants for their interest but only those selected for further consideration will be contacted.
For more information visit: <http://www.tno-toronto.org>.



**THE NEIGHBOURHOOD
ORGANIZATION**