



Vice President, People and Mission - 1 position	Posting #: 54052
People & Mission	Posting Date: November 14, 2024
St. Joseph's Hospital - London, ON	Submission Deadline: December 07, 2024
Full Time	Jennifer Pasichnyk, Human Resources
Non-Union	

Renowned for compassionate care, St. Joseph's Health Care London (St. Joseph's) is one of Ontario's leading teaching and research hospitals, affiliated with Western University and Fanshawe College. The organization has a distinguished legacy of service to London, Southwestern Ontario, and the Veterans of Canada, dating back more than 150 years. Contributing to the advancement of health care, education, and research, St. Joseph's is a partner in the region's academic health sciences community. St. Joseph's is a Catholic health care organization, owned by the St. Joseph's Health Care Society of the Roman Catholic Diocese of London and governed by a volunteer Board of Directors representing the community. With an operating budget close to \$600M, over 4,500 employees, 1,275 physicians, 200 researchers and associate scientists, and 890 volunteers, St. Joseph's provides a wide range of services to patients and residents with approximately 1,000 beds across four main sites and 750,000 outpatient and community visits annually.

**The Position**

Reporting to the President and CEO, and as a member of the Senior Leadership Team, the Vice President, People and Mission (VP, P&M) will be a catalyst for change, igniting the passion, engagement, and peak performance of all people. This dynamic leadership position will be pivotal in embodying the mission and values in every action and ensuring the successful execution of a People Strategy in support of the organization's strategy. The VP, P&M will be responsible for leading a broad and impactful portfolio which promotes and advances St. Joseph's commitment to its mission, people, volunteers, patients, residents and partnerships, guiding inclusive practices, and undertaking various strategic initiatives. The portfolio includes Labour & Employee Relations; Compensation & Benefits; Organizational and Leader Development; Mission; Occupational Health and Safety, Employee Wellbeing; Equity, Diversity, Inclusion and Belonging; Volunteer Services; Spiritual Care; and Ethics. The VP, P&M will have a strategic mandate to advance a high-performance, team-based culture at St. Joseph's and enable a strong customer service orientation across all programs/departments. As a key partner in driving organizational change, the VP, P&M will lead a diverse array of initiatives aimed at empowering staff and advancing corporate strategic alignment within a dynamic healthcare environment.

**Key leadership initiatives for this role will be to:**

- Partner across the organization and externally to build a dynamic and innovative health human resources strategy that anticipates emerging workforce needs and effectively champions unique approaches to health human resources planning and maximizes people talent.
- As part of the Senior Leadership Team, continue to champion key strategic deliverables that empower and celebrate people, build future leadership capacity, ensure staff wellness and resiliency, establish equity, diversity, and inclusion leading practices, and maintain strong labour relations.
- Promote a mission-driven, ethical, and compassionate culture that fosters shared values, and a commitment to service.
- Champion innovative approaches that foster a culture of continuous learning and support organizational mission and professional development opportunities to optimize workforce health and wellbeing.
- Provide exceptional leadership by demonstrating innovation, partnerships, and trust to motivate and drive service excellence in support of the strategic directions of St. Joseph's.

**Experience**

The successful candidate will have progressive senior leadership experience in healthcare and/or a similarly complex environment/sector. This is a strategic leadership role that requires a leader with experience in a large, complex, multi-stakeholder, unionized environment and has the proven ability to engage, motivate, and mentor a high-performing team. A proactive and pragmatic leader, the successful candidate will have the ability to foster a collaborative and values-based culture, and to spearhead and execute on effective business processes. Recognized as an accomplished senior executive and successful in building relationships, you have demonstrated a strong commitment to introducing innovative people best practices and inspiring a high-performance caring culture. To confidentially explore this opportunity, please email your resume or query to Judy Mandelman or Nancy Lismer, at resumes@promeus.ca.

St. Joseph's Health Care London and Promeus Inc. are committed to building an intentionally inclusive environment that engages, supports, and empowers employment equity and diversity in the workplace and communities served. We welcome applications from women, racially visible individuals, people with disabilities, Indigenous peoples, and LGBTQ+ persons.

#### Immunization Requirements

Provide documentation you have received two doses of the COVID-19 vaccine (primary series/boosters, XBB or KP.2) OR one dose of KP.2 vaccine at least 14 days prior to the start date.

Provide vaccination records or proof of immunity against measles, mumps, rubella and varicella (chicken pox)

Provide documentation of the Tuberculosis skin testing

*Your interest in this opportunity is appreciated.*

*Human Resources and Leaders use your profile information to evaluate your application for the vacancies you apply to.*

*Only those under consideration will be contacted.*