



## Job Advertisement

### Niagara Health– Board of Directors

**Niagara Health (NH)** believes that every person in its region deserves to live every day of their life in the best health possible. As a community-based academic centre, its focus on teaching and learning, research, innovation and partnership propel it to continually improve care and make a difference in people's lives.

NH is part of Ontario Health West, a region with broad boundaries, encompassing the former Hamilton Niagara Haldimand Brant Local Health Integration Network. Additionally, NH is one of more than 45 health care partners who comprise the Niagara Ontario Health Team - Équipe Santé Ontario Niagara (NOHT-ÉSON), which is committed to building a more integrated, inclusive and seamless health care system with a goal of improving the overall experience and health outcomes. Together, partners are working to create an inclusive, efficient health care system that integrates and streamlines the delivery of health care services, for the residents of Niagara.

NH's Strategic Plan for 2023-2028 entitled "Transforming Care" is aimed at designing modern and coordinated care around the needs of patients and their caregivers, making it easier to access quality healthcare services that meet patient needs and improve their experiences and outcomes.

It is within this context that Niagara Health welcomes applications for appointment to its **Board of Directors**, commencing June 2025, or soon after.

#### **The Board of Directors**

Oversight of Niagara Health is provided by a community-based, volunteer Board of Directors, which focuses on the effective and efficient delivery of healthcare services for the communities NH serves.

The Board of Directors has 15 elected Directors, plus 4 ex-officio members. The by-laws can be found here: [Niagara Health Corporate By-Law](#)

The Board has the following roles:

- Governance oversight by monitoring and assessing NH's key processes and outcomes, with a view to continuous quality improvement to ensure the best quality of care for our patients and clients.
- Formulating NH's strategic direction, including vision, purpose, and key goals.

- Ensuring NH's financial viability and meeting its obligations in key Accountability Agreements.
- Policy formulation to provide guidance to those empowered with the responsibility to manage NH's operations.

The Board has the following responsibilities:

- As required, recruiting the President and CEO and the Chief of Staff/ Executive Vice-President (EVP), Medical Affairs.
- Ensuring executive performance management and succession planning.
- Ensuring the quality of clinical and operational performance.
- Ensuring NH's financial viability and meeting its obligations in Accountability Agreements with Ontario Health West and the Ministries of Health and Long-Term Care.
- Ensuring the Board's own effectiveness and efficiency.
- Building relationships and collaborative partnerships, internally and externally.

### **Duties and Term**

Board members are expected to be active and full participants at meetings, with regular attendance, a commitment to good governance, and a belief in the purpose and vision of Niagara Health.

Board members serve a 1-3 years initial appointment, renewable to a maximum of 9 years.

Board members must also serve on at least one committee of the Board.

### **Time Commitment**

To fully contribute to the Board, a minimum time commitment of approximately **15-20 hours per month** is anticipated. This encompasses one Board meeting and at least one Committee meeting per month. Attendance at special meetings may be required.

The Board and its Committees meet six (6) times per year unless a special meeting is required.

### **Geographical Representation**

As in-person board meetings are preferred, candidates must be within a reasonable commuting distance to Niagara, and those who live or have lived within the Niagara region are encouraged to apply.

The primary meeting location is the St. Catharines Site but may be held at other sites as determined by the Chair.

### **Term**

Directors are elected by the members for terms of one to three years and may serve a maximum of nine years.

## Compensation

Directors serve in a voluntary capacity, without financial remuneration. Approved travel expenses which are inline with the Board policies, will be reimbursed.

## Candidate Profile

To complement the skills and experience of its current Board, NH is currently **seeking one Independent Director** to join the Board of Directors. NH is particularly interested in hearing from leaders currently **with broader public sector accounting knowledge and skills**. A financial designation, and experience on a Finance and Audit committee would also be considered an asset.

Niagara Health is participating in the federal government's 50 – 30 Challenge to increase diversity in positions of influence and leadership across the organization. The goal of the Challenge is to give all Canadians a seat at the table by improving access for members of equity-deserving groups including: women, Indigenous peoples, racialized persons including Black Canadians, people who identify as gender and/or sexually diverse, and or persons living with disabilities. For more information on the 50 – 30 Challenge, please visit: [The 50 – 30 Challenge: Your Diversity Advantage \(canada.ca\)](https://canada.ca/en/50-30challenge).

## Application Process

To be considered for a Board position, please submit a comprehensive board resume along with a cover letter in confidence to Jane Griffith ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) and/or Caroline McLean ([caroline@griffithgroup.ca](mailto:caroline@griffithgroup.ca)).

Niagara Health and Griffith Group are committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Jane Griffith ([jane@griffithgroup.ca](mailto:jane@griffithgroup.ca)) should you require any accommodation to participate in the recruitment and/or assessment processes.

All qualified candidates are encouraged to apply, however, preference will be given to Canadian citizens and permanent residents.