



Director, Cambridge North Dumfries Ontario Health Team (CND OHT)
(40 hours/week, Permanent)

The Cambridge North Dumfries Ontario Health Team (CND OHT) comprises 40+ agencies and health services providers from Cambridge, North Dumfries and the Waterloo Region. [Langs Community Health Centre](#) (Langs) is the host organization for CND OHT employees and so the successful candidate will be an employee of Langs.

What We are Looking For:

The Director, CND OHT will lead the planning and implementation of strategic goals by engaging signatory organizations, community partners, and members. As a strategic project leader, they will oversee daily operations, manage timelines, facilitate stakeholder engagement, and develop key materials. The role also includes leading planning sessions, supporting co-design groups, liaising with government and healthcare partners, overseeing staff, managing budgets, and guiding data-informed decision-making.

Qualifications:

- Strong health system thinker with a minimum 5+ years of experience in senior leadership, preferably in healthcare environments such as community/primary care, hospitals, long-term care, government or private sector.
- Demonstrated ability to lead and manage large, complex projects with multiple stakeholders, ideally in one or more of the following areas: strategic planning, digital health, quality, care delivery changes, privacy.
- Demonstrated ability to develop effective reports and presentations for various audiences, including patients and their families, community members, executives, administrators, clinicians, and government.
- Ability to work under pressure and tight timelines.
- Demonstrated leadership, relationship-building, motivational and change management skills.
- Master's degree in a related discipline an asset.
- Certification in project management an asset.
- Strong vision and understanding of CND communities with an ability to identify strengths and challenges faced by providers, patients and caregivers.
- Understanding of various health sectors including primary care, home care, long-term care and community support services and provincial health care policy and funding mechanisms.
- Effective computer skills (Microsoft Office – PowerPoint, Excel, Word, Project, and Adobe products).
- Demonstrated excellence in interpersonal verbal and written communication skills, including the ability to demonstrate tact and diplomacy with diverse groups of stakeholders, including community agencies, patients, front-line healthcare providers and healthcare administrators.

Position Duties and Responsibilities:

- Develop and monitor project plans and timelines to ensure that the work of the OHT co-design groups meets all internal and external milestones and deadlines.
- Lead the CND OHT strategic planning process.
- Lead and/or support the development of materials, such as reports, briefing notes, presentations, data analyses and communications for all aspects of the work of the OHT Joint Board Committee, Steering and co-design groups.
- Support project research, literature reviews and data/information gathering to enhance subject-matter knowledge relevant to the project.
- Act as a key point of contact for coordination of all OHT planning and communication activities.
- Engage OHT signatory organizations in planning and updates.
- Engage affiliate organization, other organizations and community members in planning and updates.
- Collaborate with members' analytics/data and planning teams where possible to support the work of the OHT.
- Liaise with Ontario Health/Ministry of Health as needed.
- Provide oversight to other CND OHT staff.
- Manage and control costs within an approved budget.
- Other duties as required.

What We Can Offer You:

Langs is an organization where people belong. Langs is committed to promoting Inclusion, Diversity, Equity, and Access for all our staff, patients, participants, and volunteers. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. Langs strives for an inclusive environment centred on employee wellbeing and supportive leadership.

Don't meet every requirement? Studies have shown that women and people of colour hesitate to apply to jobs unless they meet every single qualification. At Langs, we are dedicated to building a diverse, inclusive and authentic workplace, if you're excited about this role but your past experience doesn't align perfectly with every qualification please apply and share in your cover letter why you believe you are the right candidate.

The successful candidate would be eligible for the following benefits:

- Starting Salary of \$123,826 - \$147,411 annually
- 3 Weeks paid vacation, with an increase to 4 weeks after 1 year of employment
- 1 week Manager Flex time
- 15 Sick/Personal Days per year
- 10 Professional Development days per year
- Enrolment in Healthcare of Ontario Pension Plan (HOOPP)
- Comprehensive Extended Health and Dental Care Plan including a \$1000 Healthcare Spending Account.
- Remote position with occasional onsite work

Candidates are invited to submit a cover letter and resume to Langs Human Resources by **July 7th, 2025**

Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.

Email: hr@langs.org