



Candidate Brief
For the position of

Executive Director Maison McCulloch Hospice

March, 2021



About Maison McCulloch Hospice

Maison McCulloch Hospice (MMH) is a Centre of excellence dedicated to the collaborative delivery of quality hospice palliative care in both official languages in the city of Greater Sudbury and the District of Sudbury. The Hospice helps individuals and their families realize their full potential to live even when they are dying, by attending to their physical, psychosocial, spiritual, and practical needs, in the location of their choice.

Maison McCulloch Hospice is a two-level, free standing, 26,000 square feet building which, having undergone a recent expansion, provides 20 rooms with beds and individual bathrooms for residents that would benefit from a palliative approach to care.

The Hospice also operates a Shared Care Team which supports the delivery of palliative care to individuals in the community. In addition, the Hospice manages a Volunteer Visiting Program, with dedicated volunteers supporting the daily operation of the residential facility.

The unique architecture of the Hospice provides a residence which looks and feels like home, rather than an acute or long-term care facility, providing individuals with privacy yet open access to common spaces to interact with other residents and service providers. There is office space for health care providers and administrative

staff, as well as a dining room and common living area for residents and family members. The building is fully accessible and includes the requisite technology, equipment, and supplies to provide quality 24/7 palliative care.

The Hospice is situated on a 2-acre site at the St. Joseph's Health Centre (SJHC) Village of Care on South Bay Road in Sudbury, on a picturesque and serene wooded lot on the shores of Bethel Lake.

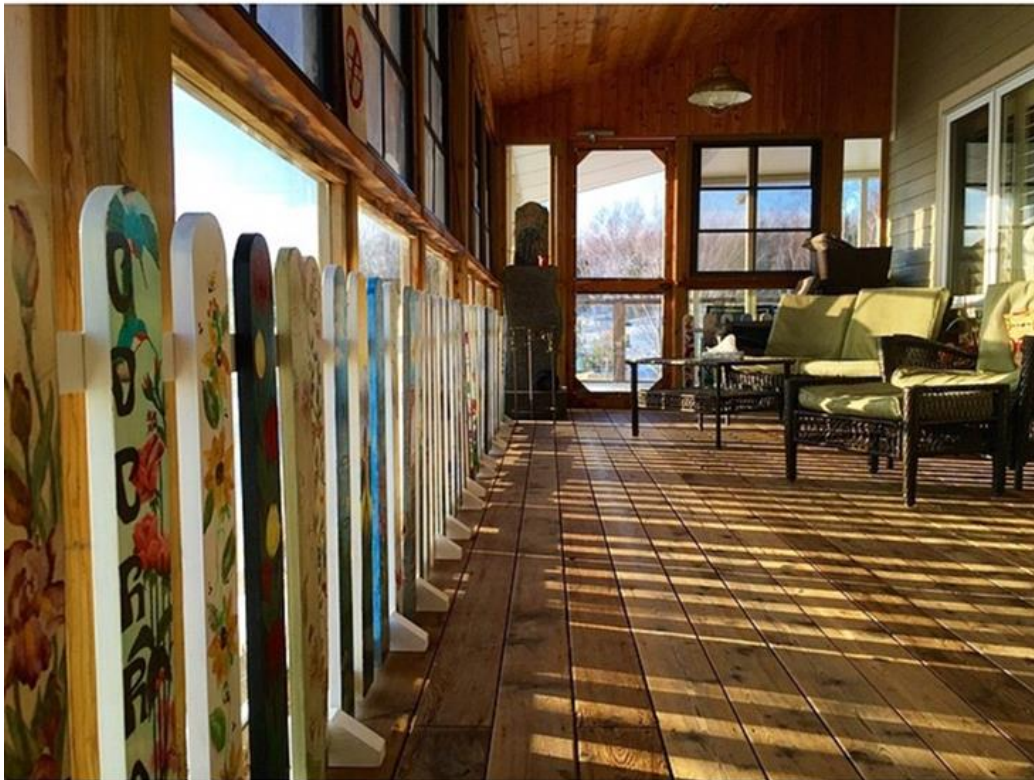
Adjacent to Laurentian University and the Northern Ontario School of Medicine, it complements the health sciences, social work, and gerontology disciplines already on campus, and also increases the training and research opportunities for students from a variety of faculties in the area of hospice palliative care.

The Hospice also creates skilled employment in a challenging area, providing more than 50 health care jobs, including management and support staff. This project helps to stimulate growth and build health capacity in the Sudbury region through partnerships with numerous community organizations, including: Health Sciences North and the Northeast Cancer Centre, the Northern Ontario School of Medicine, the North East Community Care Access Centre, the Sudbury-Manitoulin VON, Bayshore, post-secondary and secondary institutions, etc.

The Hospice is managed by an Executive Director and the programs and services are overseen by a Director of Care and a

Manager of Clinical Services. Additional administrative management support is provided by a Manager of Human Resources and a Manager of Finance.

The organization provides an integrated model of palliative care to its residents through a team-based approach to care delivery that includes physicians, nurses, personal support workers, a coordinator of supportive care, and volunteers. It brings family members, friends and healthcare professionals together as a caregiving team so residents can live their remaining days in dignity and comfort, surrounded by their loved ones.



You can learn about Maison McCulloch’s Strategic Plan by clicking [here](#).

Maison McCulloch Hospice is governed by a Board of Directors consisting of 12 members. The Board is a bilingual governing body, with an overall membership and composition that reflects its expanded role and mandate within the community. You can learn more about the Board of Directors [here](#).

Mission Statement

Maison McCulloch Hospice is a centre of excellence dedicated to the collaborative delivery of quality hospice palliative care in both official languages in the City of Greater Sudbury and the Sudbury District. The Hospice helps individuals and their families realize their full potential to live even when they are dying, by attending to their physical, psychosocial, spiritual, and practical needs, in the location of their choice.

Vision

Everyone should be able to live and die in peace, with dignity, free of pain, surrounded by loved ones, in the setting of their choice.

Values

- Compassion
- Dignity
- Integrity
- Respect



The Opportunity

The Executive Director is responsible for the successful management of MMH in accordance with identified strategic directions, mission, vision, and core values.

Major Areas of Responsibility

- Operational Planning and Management.
- Program Planning and Management.
- Human Resources Planning and Management.
- Financial Oversight / Management of Annual Operating Budget.
- Community and Political Relations.
- Quality, Safety and Risk Management.
- Reporting to and working effectively with a Board of Directors.
- Working with the Board of the Foundation on fundraising initiatives.
- Being a visible presence on Provincial committees and organizations, specifically the Hospice Palliative Care Ontario (HPCO).



The Individual + Qualifications

- The successful candidate will possess a Masters degree or equivalent in a health-related discipline.
- At least 5 years senior progressive management experience in a community health care environment with hospice/palliative clinical expertise preferred.
- Proven track record building highly effective teams, fostering collaboration and working productively with stakeholders and service providers.
- Demonstrated passion for and commitment to the mission of MMH, with proven history of delivering a high degree of quality care. In the ideal, the successful candidate will have a track record of leadership experience in a palliative or hospice setting.
- Experience participating in or leading fundraising and donor relations initiatives, within a non-profit organization. Specifically, they should possess experience working with the Board of a Foundation.
- Knowledge and applied experience with program design, evaluation and quality improvement in the non-profit sector.
- Working knowledge of LHIN and MOHLTC priorities, current health trends, legislation, programs, especially related to palliative care.
- Excellent communication skills in both official languages (oral, written, presentations). The ideal candidate will be bilingual.
- A high degree of emotional intelligence.
- Proven background or experience in developing and building strong relationships with political and community stakeholders.
- Experience in integrating evidence-informed practice into operations.
- Highly evolved leadership skills, with a reputation for mentoring staff.
- Proficiency in financial management and experience in fiduciary responsibilities of LHIN/donor funded organizations.
- Strong marketing and business development skills with demonstrated leadership ability to expand and grow programs.
- Current and original copy of a satisfactory Criminal Records Check with Vulnerable Sector Screening.

** Consideration may be given to a highly-qualified candidate who meets most, if not all, of the criteria.*

Living in Sudbury

The City of Greater Sudbury is centrally located in Northeastern Ontario, at the convergence of three major highways. Sudbury is situated on the Canadian Shield in the Great Lakes Basin and is 3,627 square kilometres in area, making it geographically the largest municipality in Ontario, and second largest in Canada. It is considered a city of lakes, containing 330 lakes and the largest lake contained within a city, Lake Wanapitei.

Greater Sudbury is quickly expanding, with a thriving population of more than 165,000 residents, and nearly half a million people living within a 160 km (100 mi) radius. With its strategic location, strong industrial base and highly-skilled workforce, Sudbury is a world class mining hub, and regional



centre in financial and business services, tourism, health care, research, education and government.

It is a multicultural and truly bilingual community. Greater Sudbury is home to the third largest French population outside of Quebec; approximately 38% of people identify as knowing both official languages.

Sudbury is a mix of urban, rural and wilderness environments, offering something for everyone.



Lifestyle and Community

With its renowned attractions, urban comforts, restaurants, entertainment, culture, and four-season outdoor adventures, Greater Sudbury continues to surprise and impress.

This is a place for people who are looking to expand their horizons, their careers and themselves. A place for those looking to leave behind a high stress lifestyle, hours spent in commuter traffic and the financial pressures of exorbitant house prices.

The people of Sudbury are happy, proud and hardworking, with a history of welcoming newcomers and enfoldng them in their circle of friends. People come here from all over; they arrive for the adventure - they stay because of the



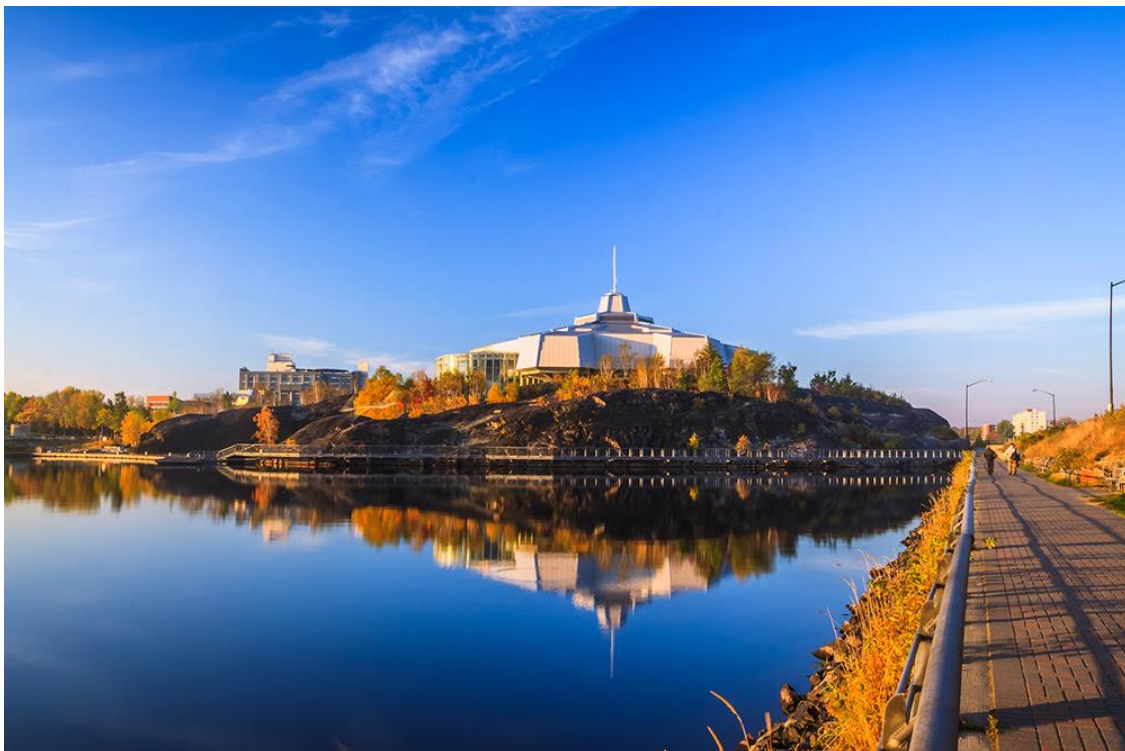
lifestyle, the friends they have made, and the fresh, raw beauty of the natural environment.

For more information, please visit:

[Discover Sudbury](#)

[Invest Sudbury](#)

[Greater Sudbury](#)



Additional Information

Key Dates

Following a long list meeting of the Search Committee on **April 23, 2021**, successful candidates will be invited to attend preliminary interviews with the Selection Committee on **April 28, 2021**. Finalist candidates will be invited to attend second round interviews on **May 7, 2021**.



Equal Opportunity

Maison McCulloch Hospice and Mirams Becker are committed to employment equity and diversity in the workplace; we welcome applications from women, racially visible individuals, people with disabilities, Indigenous peoples, and LGBTQ+ persons. We are committed to providing persons with disabilities with equal opportunities and standards of goods and services, and we are fully compliant with applicable provincial Disabilities Acts.

Contact Details

To apply online, please visit:

www.miramsbecker.com/executive-director-maison-mcculloch-hospice

For a conversation in confidence, please contact:



Penny Mirams | Partner
penny@miramsbecker.com
647.395.0176



Hayley Becker | Partner
hayley@miramsbecker.com
647.267.8170