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POSITION: Director, Strategic Projects

POSITION SUMMARY:

Reporting to the Chief Executive Officer (CEO), and in collaboration with the senior management team, the **Director, Strategic Projects** is responsible for ensuring that strategic, business and project plans are developed, priorities are established, resources are secured and allocated, and the infrastructure to these projects as assigned by the Chief Executive Officer

While the CEO's direct reports are accountable to the CEO for implementing OHQC's vision and direction for measuring, publicly reporting and supporting improvement in the health system (as established by the Board of Directors and CEO), they also maintain an indirect reporting relationship to the COO with respect to business and project planning and control, resourcing, performance reporting, organization development and governance processes for OHQC as a whole.

The position is full-time, located in Toronto. Some travel within Ontario is required.

ACCOUNTABILITIES:

1. In line with the vision and direction established by the board and CEO through the strategic plan and annual review of opportunities and priorities, and in collaboration with OHQC's management team, the Director, Strategic Projects leads development of project plans, associated budgets, staffing requirements and design and reporting of project metrics.
2. In partnership with the Senior Management team, develops new project proposals, assists in stakeholder consultations to get buy-in to these proposals, and ensures these proposals have clear objectives, deliverables, measures of success, and a solid business case.
3. Provides oversight and review of project performance, including progress on meeting objectives, delivery of project deliverables, performance measures, resource utilization, variance reporting and adherence to policy.
4. Manages, mentors & develops staff on an ongoing basis, including direct, indirect and project reports. Conducts and/or participates in performance review for all direct and indirect reports.
5. Supports the work of OHQC colleagues and consultants through the fullest application of the incumbent's skills, knowledge, experience and creativity.
6. Represents OHQC in appropriate health care or other stakeholder forums.

POSITION REQUIREMENTS:

Education:

- MBA or equivalent.
- Certification in Project Management is an asset.
- Certification in quality improvement skills is an asset.
- Minimum of 10 years of related work experience

Competencies:

1. Project/Program Management
 - i Ability to manage multiple simultaneous activities to a common outcome, and strong knowledge of project management tools and concepts
2. Leadership Skills
 - i Coaching and mentorship style that fits with a corporate-wide leadership style that helps staff develop their potential, asks probing questions to help staff sharpen their problem-solving skills or create a shared vision for the work of a team
 - ii Can effectively shape a shared vision of excellence in executing and delivering on high-profile strategic initiatives
3. Strategic Relationship Management
 - i Ability to develop deep connections and garner trust with stakeholders, particularly those senior Ministry of Health and Long-Term Care officials which liaise with the Council and external stakeholders with whom the Council partners on specific projects
4. Impact and Influence

Ability to make a convincing case for OHQC's activities and identify the potential improved outcomes for quality and cost savings to the system. The successful candidate is politically astute and has demonstrated an ability to tune in to the concerns of funders or sponsors and address them in a timely manner.
5. Passionate about quality improvement

Can apply quality improvement tools (e.g. LEAN, process standardization, poka-yoke, templates, decision tools, 5S visual control systems, root cause analysis, PDSA cycles) to internal processes and corporate support functions to make them error-proof and efficient.

Knowledge & Experience:

1. Previous general management experience, including management of complex projects, developing business plans, and managing people, expense budgets, and operational plans.
2. Knowledge of the Ontario government, its processes and how to get things done, with particular emphasis on the Ministry of Health.
3. Knowledge and experience in quality improvement tools.

4. General knowledge of the national and international healthcare sector, the issues it faces, and the major players in the field (public and private) is highly desirable.

Personal Attributes:

1. Initiative – the ability to take action without requiring a lot of direction
2. Persistence – staying power and tenacity
3. Ability to deal with ambiguity and bring structure to a process in an inherently unstructured environment
4. Integrity – the ability to chart a clear course and to stick to it – compromising where necessary on ways and means but not on principals or goals
5. Diplomacy and tact – the ability to deal effectively with others while often requiring them to take actions they do not agree with
6. Lateral thinking skills – the ability to see the non-obvious, and pursue horizontal connections in pursuit of the right answers

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Qualified applicants are invited to email: HR@ohqc.ca by August 2, 2010.