

Ontario College of Family Physicians Chief Executive Officer Toronto, Ontario

THE ORGANIZATION

The [Ontario College of Family Physicians](#) (OCFP) represents more than 15,000 family physicians across the province. OCFP supports members by providing evidence-based education and professional development, promoting and recognizing leadership excellence in family medicine, and advocating for the vital role family physicians play in delivering the highest quality care to patients and families across Ontario.

A not-for-profit and voluntary organization, the Ontario College of Family Physicians was established in 1954 and is the provincial chapter of the College of Family Physicians of Canada.

THE ROLE AND OPPORTUNITY

This is an exciting opportunity to lead a prestigious College focused on the well-being of Ontario residents through Family Medicine. Reporting to the Board of Directors, the CEO is the operational head of OCFP and is principally responsible for all OCFP activities, services, financial affairs, risk management and results in accordance with related legislation, and the By-laws and policies of OCFP. The CEO fosters the values of the organization and provides leadership, counsel and guidance in planning and directing the OCFP, implementing the strategic plan and maintaining effective relations between OCFP and its members and with external stakeholders. The CEO represents OCFP and sets the tone for the organization internally as well as publicly.

PRIORITIES AND NEAR-TERM EXPECTATIONS

In assuming this leadership position, the new CEO will want to address the following priorities:

- Working with the Board, position the OCFP to be a visible leader in post-COVID growth, identifying a strong place for primary care physicians and the Patient's Medical Home model in Ontario.
- Implement the new strategic plan and develop an operating plan with aligned structure, clear deliverables, KPIs and financial metrics based on a strategic direction that is financially sustainable.
- Establish immediate credibility and long-term relationships with all stakeholders – members (current and future), the Board of Directors, Committee members, political and bureaucratic stakeholders, national and provincial colleges.
- Continue development and implementation of policies and processes that support a diverse, equitable and inclusive organization with a culture of engagement and collaboration.
- Progress the College's relevancy through strength in policy and advocacy while enhancing its suite of educational programs, services, events and benefits to attract interest and meet the changing needs of members.
- Embrace new ideas in both content and approach to ensure the College keeps pace with member expectations (virtual access, digital transformation, social media, mobile working, communication, etc.) while maintaining the College's strengths.
- Develop new, innovative partnerships to enhance the College's visibility and impact.
Promote the College's relevance across a diverse spectrum of Family Medicine care delivery models and settings.
- Ensure regular communication with OCFP members to share and publicize the good work and successes of the College.

THE IDEAL CANDIDATE

The ideal candidate will possess the following experience, skills, knowledge, and attributes:

- Experience in a leadership role in the healthcare sector (primary care, associations, government, etc.) where one has developed the skills to be effective in management, membership and revenue growth, advocacy, relationship building, and government/public relations.
- Exceptional stakeholder engagement skills and hands-on relationship builder; a connector and facilitator; collaborative; seeks consensus; strong partner.
- Strong government relations, advocacy and policy development experience; political acuity and ability to build relationships and advocate effectively with multiple levels of government; appreciates and understands the priorities and pressures of the healthcare system and can support the College in developing policy initiatives and influencing political decision-makers.
- Innovative and creative; adaptive and open to exploring new ideas; proficient in new technologies; effective change management skills.
- Strategic thinker who sees the big picture and can keep others focused on priorities.
- Exceptional communication and presentation skills; credible with all audiences, large and small; ability to deliver messages compellingly; balances assertiveness with good listening skills as a thoughtful leader.
- Understands governance policies and best practices and can work effectively with the Board of Directors, and Board Committees.
- Demonstrates commitment to the principles of equity, diversity and inclusion in a collaborative culture.
- People leadership skills and able to develop and lead a high performing team internally and establish a strong reputation for leadership externally in the primary care community.
- Fiscally accountable with the requisite organizational skills to oversee College operations effectively.

CONTACT INFORMATION

For further information about this opportunity, or to submit your expression of interest (cover letter and current resume), please contact Lindsay Millard (lindsay.millard@lhhknightsbridge.com / 1 416-928-4573).

About LHH Knightsbridge – www.lhhknightsbridge.com

The Ontario College of Family Physicians is committed to fostering an inclusive, accessible work environment, where all members, employees and volunteers feel valued and respected. If you require accommodation to participate as a candidate in the hiring process, please communicate your needs to the recruitment team.