



Term:	January 2027 – March 31, 2028 (Potential for Extension)
Transition:	Three-month overlap with the current Executive Lead January-March 2027
Arrangement:	Secondment from an ANHP OHT signatory or collaborative partner organization is preferred
Accountability:	Reports to and is accountable to the ANHP OHT Partner Table
Location:	Kenora and the ANHP OHT region, with regional/provincial travel and virtual participation as required
Application Deadline:	October 22, 2026

The Opportunity

The ANHP OHT Partner Table is inviting expressions of interest from qualified leaders currently working within an ANHP OHT signatory or collaborative Partner organization. The successful candidate will guide the partnership through its next phase of locally driven health-system integration while maintaining the relationships, trust and shared commitments that make ANHP distinctive.

The preferred model is a one-year secondment. It is intended to let the successful candidate remain connected to their home organization while gaining substantial system-leadership experience. The appointment will begin in January 2027 to allow structured knowledge transfer before the current Executive Lead retires from the role on March 31, 2027.

About ANHP OHT

All Nations Health Partners brings Indigenous and non-Indigenous health and community organizations together to improve coordinated, equitable care across a rural and remote Northwestern Ontario region. The partnership was established in ceremony and is grounded in relationship, mutual respect, local knowledge and a shared responsibility to advance health-system integration while honouring First Nations ways of knowing and being.

Role Mandate

Working with the Partner Table, Co-Chairs, clinical and operational leaders, staff, working groups, advisories, Ontario Health and other collaborators, the Executive Lead will:

- Provide strategic and operational leadership to advance priorities approved by the Partner Table and meet provincial and regional accountabilities.
- Support collaborative governance, informed decision-making and clear accountability across a diverse partnership.
- Sustain trusted relationships among First Nations, Indigenous and non-Indigenous Partners and ensure that ANHP's history and commitments continue to shape its work.
- Convene Partners to identify shared needs, align local initiatives and move integration work from discussion to coordinated action.
- Maintain productive relationships with Ontario Health, the Ministry of Health, Primary Care Network and Rural Generalist Council leadership, regional OHTs and other system partners.
- Oversee OHT staff, budgets, work plans, agreements, reporting, risk management, communications and deliverables.
- Represent ANHP at local, regional and provincial tables and communicate Partner Table direction with clarity and integrity.
- Guide the partnership through uncertainty and changing provincial direction while protecting continuity in priority work and relationships.

(continued)



What You Will Bring

- Current employment with an ANHP OHT signatory or collaborative Partner organization, with organizational support to explore a secondment.
- Progressive leadership experience in health care, community services, Indigenous health, public administration or a related system setting.
- A strong understanding of the realities of delivering health and social services in rural, remote and Northwestern Ontario communities.
- Demonstrated respect for First Nations rights, cultures, relationships and ways of knowing and being, with the humility and commitment required for meaningful partnership.
- Experience supporting collaborative governance, complex partnerships, system planning, change leadership or cross-organizational initiatives.
- Strong facilitation, communication, relationship-building, problem-solving and conflict-resolution skills.
- Sound judgment and the ability to balance local priorities, provincial expectations, financial stewardship and organizational realities.
- The ability to lead through influence, foster shared ownership and translate strategy into practical work plans and measurable progress.

Equivalent combinations of education, lived experience and relevant leadership experience will be considered. Familiarity with ANHP's current priorities, governance and Partner relationships is an asset.

Term, Funding & Secondment

The current intention is to appoint the Executive Lead for one year, from January 2027 to March 31, 2028, with the possibility of extension. ANHP has identified resources to maintain its core OHT infrastructure for this period. Permanent provincial base funding and OHT mandate beyond March 2027 have not yet been confirmed; any final arrangement will clearly set out term, funding conditions and any extension process.

The secondment terms — including compensation, allocation of time, benefits, reporting relationship, backfill considerations and return to the home organization — will be negotiated with the successful candidate and their employer before appointment. Any appointment is subject to final approval by the ANHP OHT Partner Table.

Selection Process

A Hiring Committee accountable to the ANHP OHT Partner Table will screen submissions, conduct interviews and complete candidate assessment & due diligence. The Committee will recommend a candidate to the Partner Table, which retains final approval of the appointment. If the internal process does not identify a suitable candidate, a revised external recruitment plan will be brought to the Partner Table.

How to Express Your Interest

Please submit the following in confidence:

- A brief letter describing your interest in the role, the leadership contribution you would bring and how this opportunity aligns with your development and current work.
- A current résumé or curriculum vitae.
- Confirmation that your organization is aware of your interest and is open to discussing a secondment if you are selected. Formal organizational approval is not required at the initial application stage unless your organization directs otherwise.
- Submit to: exadmin@anhp.net
- Subject line: Expression of Interest – ANHP OHT Executive Lead

Prospective applicants and organizational leaders are welcome to contact Colleen Neil, Executive Lead, at cneil@scfht.ca or 807-407-5853 for a confidential discussion.

Our Commitment: ANHP values the distinct experiences and perspectives of the communities and organizations within the partnership. We welcome interest from First Nations, Métis and Inuit leaders and from candidates whose experience strengthens culturally safe, equitable and locally responsive system leadership.