

Executive Director

Job Posting



With the upcoming retirement of the current Executive Director, there exists an opportunity for a talented leader to shape and evolve Regional HIV/AIDS Connection, so it is poised for current and future success. The new leader should be energetic, strategic, highly collaborative and community-centric who is passionate about providing services that improve the quality of life for those living with, at-risk for and affected by HIV/AIDS, Hepatitis C (HCV) and the opioid/overdose crisis.

Regional HIV/AIDS Connection (RHAC) is a volunteer driven, non-profit, community-based organization serving London and the six surrounding counties – Perth, Huron, Lambton, Elgin, Middlesex and Oxford. We are community inspired and dedicated to positively impacting the lives of individuals and diverse communities living with, at-risk for or affected by HIV/AIDS and Hepatitis C. Our philosophy includes adherence to The Ontario Accord/GIPA (Greater Involvement of People Living with HIV/AIDS), anti-racism/anti-oppression, sex positivity, principles of harm reduction, holistic health and civil society.

RHAC offers a range of programs and services across locations including, transitional supportive housing (John Gordon Home), supervised consumption services (Carepoint) needle syringe services (Counterpoint), community development, social support groups, case management, priority population HIV/HCV prevention services and mobile outreach in London and region. At its central location RHAC is in a long term co-location tenancy with values aligned partners who are working toward the creation of a vision to provide integrated care and support for marginalized members of our community.

Embodying our value statement, “The courage to do what is right,” you, as RHAC’s next Executive Director will be a strategic and innovative thinker who brings a strong knowledge of the HIV/AIDS sector to co-create and deliver upon RHAC’s next strategic plan. Your outstanding relationship-building skills will be well utilized to nurture and maintain RHAC’s exceptional reputation as a collaborative, trusted and respected community service leader. Through a combination of education, experience and personal competencies, you will possess the capability to oversee the operations, culture and performance of an organization with an annual budget of approximately \$5.8 million, comprised of a staff team of approximately 70 people, who work from three site locations and provide services across a broad region, and that is accountable to multiple funders.

What You Will Do

Reporting to the Board of Directors, the key responsibilities of the Executive Director will include:

- Alongside the board, staff and members, review and update of RHAC’s vision, mission and values statement.

Serving Perth, Huron, Lambton, Elgin, Middlesex, and Oxford Counties

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www.hivaidconnection.ca

Charitable Registration # 118779008 RR0001

- Act as the lead strategist of the agency, including the creation of the strategic plan and identifying organizational priorities and overseeing operational plans and budgets to measure and achieve Board-approved strategic objectives.
- Commit to working collaboratively with multiple partners and stakeholders to assess needs, design, implement and evaluate service offerings which lead to shared community outcomes.
- Responsible for all day-to-day operations and performance of the agency, including but not limited to: policies and programs, human and financial resources, fund development, marketing and community relations.
- Utilize a strengths-based approach to lead the senior leadership team, and overall staff, through exceptional and positive communication skills, delegation and inclusion, organization and trust.
- As lead change agent for organizational culture and design, create and nurture a workplace that respects and considers its history and traditions, promotes equity, diversity and inclusion, addresses anti-black racism and decolonization; and is committed to adapting to evidence-based improvements.
- Establish and maintain authentic and effective relationships with a variety of stakeholders, including RHAC's board of directors, community partners, agency collaborators, funders and donors, sector peers, etc.

What You Will Bring

The following qualifications will contribute to your success in the role of Executive Director:

Experience & Education:

- Senior leadership experience, preferably in an HIV/AIDS service organization, harm reduction organization and/or non-profit sector
- Experience with governance principles and demonstrated ability to work collaboratively and effectively with a board of directors
- Experience working collaboratively with agency partners at the executive or senior leadership level
- Knowledge and skills related to applying the following to service delivery: Greater Involvement of People Living with HIV/AIDS, Anti-Racism/Anti-Oppression, Sex Positivity, Principles of Harm Reduction, Holistic Health and Civil Society
- Knowledge and skills related to working with people who are living with, at risk of or impacted by HIV/HCV; who may be vulnerable and marginalized; and may also be experiencing challenges related to mental health, substance use and homelessness
- Lived experience that may be relevant to the position's focus on racialized/diverse communities, sexual health, harm reduction, substance use, and sex work are welcome
- A satisfactory Vulnerable Sector Police Check

Skills & Competencies:

- Expertise in strategic planning
- Excellent analysis, decision-making and execution skills

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- High cognitive abilities – able to ingest a large amount of information and data sources for decision-making and strategic development
- Superior leadership skills including mentoring and coaching using a strengths-based approach
- Exceptional interpersonal and people-management skills when interacting with a variety of internal and external audiences
- Highly collaborative; demonstrating humility; a willingness to listen in order to understand, to adapt; possesses influencing and negotiation skills; with a strength for discernment
- Advanced knowledge of financial management, risk management, and budgeting design. Understanding of relevant systems, and experience being accountable to multiple funding sources
- Expertise in public and media relations. Steady, engaging and diplomatic communicator who demonstrates integrity with a variety of audiences
- Strong commitment to continued personal development and staying current with trends relevant to RHAC's work
- Possesses the character and fortitude to take the long-term view in a complex, systems-based environment. Demonstrates patient and wise stewardship in order to respond rather than react to evolving circumstances and values curiosity when assessing the past, present and future

RHAC is committed to and adheres to the principles of the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act (AODA), Employment Standards, the Pay Equity Act, the Occupational Health and Safety Act and all other applicable legislation. We are committed to integration and to removing barriers to accessibility in the workplace. Additionally we support and encourage applicants on the basis of any of the protected grounds under the Human Rights Code including but not limited to individuals age, gender identity, race, ethnicity, (dis/)ability, or sexual orientation. RHAC acknowledges that equitable access to employment is an agent of social change.

RHAC recognizes that a diverse workforce is critical to accomplishing our mission. Our goal is to attract, develop, and retain highly talented employees from diverse backgrounds allowing us to benefit from a wide variety of experiences and perspectives. As such, we strongly encourage applicants to apply who are living with HIV/HCV, have lived experience with substance use or drug use, addiction or sex work, who identify as a member from the First Nations, Inuit or Métis communities and who are from the LBTQI2S and BIPOC communities and other diverse backgrounds that meet the requirements of the job posting. We suggest applicants introduce themselves, their stories and lived experiences in their cover letter to their level of comfort.

Don't meet every single requirement? Studies have show that members of equity-seeking communities are less likely to apply to jobs unless they meet every single qualification. At RHAC we are dedicated to building a diverse, inclusive and authentic workplace, so if you're excited about this role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyway. You may be just the right candidate for this or other roles with us.

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Application Instructions

We invite interested candidates to send a cover letter and résumé to Jen Denys of Blue Core Coaching by December 12, 2022, via email to jobs.bluecorecoaching@gmail.com. No phone calls please.

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