

Nestled along Lake Erie's north shore in the heart of southwestern Ontario's farm country, Elgin County has everything you need to live the life you've always dreamed about. Elgin is an oasis of rural peace and tranquility with all the amenities and conveniences of a larger urban centre without all the hassles. Elgin's residents enjoy a competitive cost of living, have access to first class medical facilities and can choose from a wide selection of educational institutions.

Residents and visitors alike have easy access to Elgin's pristine natural environment. Carolinian Forest trails, sandy beaches, and public parks are a few steps away. The main streets of Elgin's vibrant towns and villages are lined with a myriad of innovative businesses owned and operated by dedicated entrepreneurs. Fresh local produce grown in Elgin's fertile soils is readily available at local markets. Beautiful homes and properties at affordable prices make Elgin an ideal place to call home.

Elgin's commercial and industrial sector also continues to thrive. Recent developments include Amazon's Fulfillment Warehouse, that will ultimately be hiring over 1,000 full-time employees. Volkswagen / PowerCo has announced they will be building the world's largest electric-vehicle battery plant in the region, adding several more thousand jobs and spurring additional investments.

With a combined 2024 operating and capital budget of approximately \$101.6 million and 500 permanent and part-time employees, Elgin County is committed to meeting the needs of our seven partner municipalities, our 52,000 residents and the business community by delivering efficient and effective services.

As part of the community services programs Elgin County has been operating Long-Term Care Homes and seniors' services since 1875, when the first House of Industry was established. Over the years, the service has been enhanced to include three long-term care homes with a combined 247 beds, and a range of community outreach programs dedicated to the needs of people living across the County.

As part of Elgin County's new strategic plan and a commitment to service excellence, the organization has made a commitment to introduce innovative and inclusive programs, services and models of care delivery within LTC and Seniors Services that will support the strategic plan priorities. In support of this over 400 dedicated staff (fulltime and part-time) and volunteers are committed to creating a caring people first environment where residents and staff feel safe, respected, and valued while creating a healthcare services community that provides best in class service across the aging continuum.

Inspire our Future

As our new **Director of Homes and Seniors Services** you are an inspiring leader committed to our mission, values and best in class services in the LTC and seniors' sector. You have the unique ability to build collaborative relationships and engage our staff in support of our values and strategic directions. In addition, you demonstrate forward thinking approaches and can design and implement programs to foster an exceptional service excellence culture across the function you will lead.

Reporting to the CAO and the Committee of Management, the Director sits on the Executive Leadership Team, the Collective Bargaining Committee and provides strategic oversight to the leadership team at the Long-Term Care homes and related seniors services.

As the Director, you will be responsible for ensuring that the three Long-term care Homes are operating in a client centric fashion while focusing on service excellence, fiscal accountability and alignment with all legislative requirements that govern our Homes and Seniors Services. As our Director, you will pave the way to innovative ideas, partnerships, programs and plans within our Homes and Seniors Services while ensuring effective change management process and continuity of services when implementing the new programs.

In summary, if you are looking for an opportunity to innovate and create a best-in-class service offering for the Seniors and Long-Term Care Sector, look no further as this is a one-of-a-kind opportunity.

Ideal Professional Qualifications

- **Management:** Progressively responsible demonstrated senior level management experience (at least 5 years) within health care, long-term care, senior services or community care, ideally including experience in a unionized work setting.
- **Critical Thinking:** Demonstrated superior advisory and consulting experience to educate and guide leaders and to recommend innovative, progressive and viable solutions to organizational issues related to Long Term Care and Seniors Services.
- **People Leadership:** Experience and ability to provide exceptional leadership to staff and to build enthusiastic, high performing staff teams in a unionized setting.
- **Employee/Labour Relations:** Extensive staff relations skills including grievance handling, arbitration, performance management and ideally applied knowledge and experience with collective agreements.
- **Service Excellence:** Demonstrated ability to provide customer service excellence across our Long-Term Facilities and Seniors Services through effective delivery of innovative programs and services in time-sensitive and changing environments.
- **Relationship Management:** Effective human relations skills in dealing with executives, managers, staff and other partners.
- **Legislation:** A broad knowledge of relevant legislation, statutes and regulations related to Long Term Care including the FLTCA 2021, Ontario Regulation 246/22, 79/10, Residents Bill of Rights, RAI-MDS and LTC Operations.
- **Interpersonal and Communication Skills:** Strong organizational, analytical, communications and presentation skills.
- **Education and Designations:** Post-secondary education/undergraduate degree in Health Sciences, Health Care Management, Nursing, Social Services or related discipline.

Key Benefits of working at Elgin County

Elgin County offers a competitive salary (\$153,301.56 to \$179,342.98), a comprehensive benefits package and a defined benefits plan through OMERS. The Elgin area offers a reasonable cost of housing, local recreation, and cultural activities in a vibrant setting with nearby waterfront amenities.

How to Apply

To explore this opportunity, please apply via email with a covering letter and resume **by October 20th, 2025 or sooner to careers@waterhousesearch.net** quoting project **EL-DHSS**.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Amy Oliveira at 416-214-9299 x4, amy@waterhousesearch.net, or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.