

## Vice-President of Operations

### Holland Christian Homes

📍 Ontario | Not-for-Profit Seniors Housing & Long-Term Care

🕒 Full-Time | Executive Leadership

Salary Range | 175,000-200,000 annually

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### About Holland Christian Homes

Holland Christian Homes (HCH) is a not-for-profit, faith-based seniors organization providing an integrated continuum of housing and care on a single campus in Ontario. Our operations include independent rental apartments for seniors and two long-term care homes.

Guided by Christian principles, HCH is committed to providing a professional, supportive, and safe environment that respects individuality, dignity, and quality of life.

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### The Opportunity

Holland Christian Homes is seeking an experienced **Vice-President of Operations** to join its senior leadership team.

Reporting to the Chief Executive Officer and working closely with the Board of Directors, the Vice-President of Operations is responsible for the overall leadership and performance of seniors housing and long-term care operations. This role plays a key part in ensuring regulatory compliance, operational excellence, financial stewardship, and alignment with the organization's mission and strategic priorities.

This is a senior executive role within a complex, campus-based organization serving a large senior's population.

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### Key Responsibilities

- Provide executive leadership and oversight of day-to-day operations across seniors housing and long-term care
- Ensure compliance with all applicable Ontario legislation, including Ministry of Long-Term Care requirements
- Support quality improvement, resident safety, and service excellence across all programs
- Lead and support senior and operational management teams in a unionized environment
- Oversee operational budgets and resource allocation in collaboration with finance leadership
- Contribute to capital planning, infrastructure renewal, and long-term sustainability
- Partner with the CEO and Board on strategic planning, reporting, and governance

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## Qualifications & Experience

- Senior leadership experience in **not-for-profit seniors housing, long-term care, healthcare, or a related regulated environment**
- Strong knowledge of **Ontario long-term care legislation and compliance frameworks**
- Experience leading complex, multi-service operations
- Demonstrated success in unionized environments
- Proven financial and operational leadership skills
- Strong communication, collaboration, and people leadership capabilities
- Alignment with and respect for the organization's **Christian mission and values**

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## Why Join Holland Christian Homes?

- Executive leadership role with significant organizational impact
- Integrated campus model supporting collaboration and continuity of care
- Stable, mission-driven organization with strong governance
- Competitive executive compensation and benefits
- Opportunity to lead within Ontario's not-for-profit seniors care sector

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## Employment Equity

Holland Christian Homes is committed to employment equity, diversity, and inclusion. We welcome applications from all qualified individuals and encourage candidates from equity-deserving groups to apply. Accommodations are available throughout the recruitment process upon request.

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## How to Apply

Interested and qualified applicants should forward a resume and cover letter in Word or PDF format (as ONE document), indicating the Posting Number to Tracy Kamino, CEO at [Tracy.Kamino@hch.ca](mailto:Tracy.Kamino@hch.ca)