



Position Title: Vice President Clinical Services & CNO
Position Status: Full Time
Posting No.: 25-219
Posting Date: October 14th, 2025
Deadline to Apply: November 7th, 2025

About the Position

Due to the upcoming retirement of the incumbent Norfolk General Hospital (NGH) is seeking a dynamic and charismatic Vice President Clinical Services & CNO to join its Senior Leadership Team. This is an extraordinary opportunity for a qualified, innovative, accomplished and motivated nurse executive to assume a pivotal role in shaping the future of clinical and nursing excellence across NGH and West Haldimand General Hospitals (WHGH). Reporting to the President & CEO, the successful candidate will lead the creation and implementation of a visionary strategic agenda for nursing and clinical services within the portfolio that links clinical practice, training and education, with innovation and excellence.

The successful candidate will provide strategic leadership as the patient care executive leader responsible for all nursing and other designated patient care functions/services within the hospital organizations. The role also has overall accountability for driving, supporting, and modeling a culture focused on employee engagement, quality, patient safety, fiscal responsibility, and overall patient experience. This position provides direction, leadership, planning, organizational and general management for all aspects of patient care ensuring integration of services and compliance with long range objectives and strategies, including the provision of excellent quality services and responsible fiscal management.

As Vice President Clinical Services & CNO you will also participate and/or lead various leadership and regional committees with external stakeholders and partners and participate in Senior Leadership On-Call rotation. You must possess a thorough understanding of the healthcare environment and demonstrate broad experience with a full range of functions, systems and support, and allied health services; forecasting needs and securing new programming and related funding. The individual will also assist in the development of short and long range operational and capital plans.

The ideal candidate is a visionary and dynamic healthcare leader with extensive experience in managing complex, multi-site healthcare operations. You are a strategic thinker with the ability to translate high-level goals into actionable plans, ensuring the delivery of exceptional patient care and the continuous improvement of healthcare services. With a proven track record of leading large teams, driving innovation, and fostering collaboration, the individual will have demonstrated success in advancing patient-centered care models while balancing operational efficiency and fiscal responsibility. You possess a deep understanding of equity, diversity, and inclusion, with an ability to integrate these values into organizational strategies. A relationship-builder by nature, the ideal candidate will have a strong ability to engage and align internal and external stakeholders, from medical leadership to government partners, in achieving common goals. With expertise in change management, the VP will lead and support their team through transformation, while promoting a culture of excellence and accountability.

Education and Credentials:

- Bachelor of Science in Nursing (BSN) from an accredited school of nursing required.
- Master's degree in Healthcare Administration (MHA), Business Administration (MBA), Science in Nursing (MSN), Public Health (MPH) or Doctor of Nurse Practice (DNP) preferred.
- Current registration (in good standing) with the College of Nurses of Ontario is required.

Qualifications, Leadership skills, personal characteristics and Experience:

- Progressive leadership experience in a senior healthcare nursing leadership role as a Chief Nursing Executive or Chief Nursing Officer preferred with demonstrated increasing level of responsibility in management (minimum of 5 years required).
- Member of the CCHL or ACHE. Certified Health Services Executive designation (CHE) preferred
- A strategic and innovative leadership and management style that is positive, collaborative and respectful
- Deeply patient-focused leader who champions quality, safety, and compassionate care
- Demonstrated experience leading, developing and implementing change and innovation through collaboration and respectful work relationships with internal and external partners.
- Superior conflict management skills and expertise to persuade and negotiate consensus and effective resolution of issues/disputes.
- Demonstrated experience with sound business acumen to manage the fiscal resources of assigned programs/services in a manner that is financially responsible and consistent with the overall goals of the organization.
- Current driver's license and vehicle
- Ability to plan, lead, organize, and execute in areas of responsibility to achieve desired outcomes / results.
- Outstanding communication skills, both written and verbal, and proven relationship building skills are critical.
- Demonstrated analytical problem-solving skills as well as the ability to coordinate and communicate effectively with diverse others including colleagues, managers, and medical staff and be able to teach and develop others.
- Impeccable integrity and ethics, respect for all disciplines and individuals, and a genuine desire to collaborate and partner for the good of the organization. Well-developed capacity for empathy.

Hours of Work: Monday to Friday, 8:00am-4:00pm – flexible and negotiable.

To be considered for this exciting leadership opportunity, please submit your resume in confidence by mail or email no later than 12:00 pm EST November 7, 2025 to the Human Resources department at ngghr@ngh.on.ca

About Us

Located in Simcoe, Ontario, Norfolk General Hospital provides exceptional healthcare to a municipality of approximately 69,000 people. Our area of focus provides a continuum of service throughout the life span of the people we serve including Emergency, Critical Care, Obstetrics, Medicine, Surgery, and Complex Continuing Care. Employing approximately 550 highly skilled and dedicated employees, Norfolk General Hospital continues to be a full service 106-bed hospital with round the clock on-call coverage of Specialists in Surgery, Anesthesia, Internal Medicine, and Obstetrics, as well as on-site 24 hour per day medical coverage.

Simcoe is less than one hour away from most major centers, including Hamilton and London, and only 90 minutes from the Greater Toronto Area. Situated in Norfolk County (Ontario's South Coast), Simcoe is not far from Lake Erie and the 88 miles of shoreline that includes long stretches of sandy beach.

In Norfolk County, life outside work is like no other. Shorter commutes, less traffic, and a vibrant culture; Norfolk County has it all. You can be 10 minutes from work and 10 minutes from hiking, biking, camping, or visiting one of our many beaches. Our vibrant, accessible, family-friendly community is filled with restaurants, breweries, wineries, theatres, festivals, golf courses and so much more. Norfolk County is a great place to grow and raise your family. Our houses are affordable and we have two strong education systems, in addition to a top-tier public college. Norfolk County is also a short drive from several urban areas including Hamilton, Toronto, and Niagara. Take advantage of the unbeatable work-life balance and discover what Norfolk County has to offer by visiting Norfolk County's website — www.norfolkcounty.ca.

A great team, an exceptional environment, professional growth...these qualities make NGH a great place!

The **West Haldimand General Hospital** is a rural community hospital in the town of Hagersville, southwestern Ontario, which provides basic hospital and health care services to the people of Hagersville, Caledonia, Jarvis, Townsend, Cayuga, Fisherville, Selkirk, Nanticoke, the Six Nations of the Grand River Reserve and the Mississaugas the New Credit First Nation Reserve.

At NGH, inclusion, diversity, equity, and anti-racism support NGH's mission of enhancing the health and well-being of every person we serve.

In order to ensure equal opportunities during the recruitment and selection process, Norfolk General Hospital and West Haldimand General Hospital provides accommodations for applicants with disabilities, upon request.

Norfolk General Hospital and West Haldimand General Hospital thanks all applicants for their interest. Please note that only those applicants selected for an interview will be contacted.