



## **Bellwoods Centres for Community Living Inc. Vice President, People, Culture and Operations**

Established in 1957, Bellwoods Centres for Community Living Inc. (Bellwoods) is a charitable, not-for-profit organization providing community-based support services for people with physical disabilities to help them remain living independently in the community. Its personal support workers and Independent Living (IL) facilitators provide services to people 16 years of age or older. Services are provided to clients who reside at one of the organization's many housing sites or through Attendant Outreach (AO) Services provided in the community to support persons with physical disabilities in their own homes, at school, or at their place of employment. Bellwoods also offers a short-term transition program – Reintegration Care Unit – that helps individuals reintegrate back into the community following an illness or debilitating injury.

Driven by its vision of a future without barriers, Bellwoods is committed to excellence and innovation in service delivery and is seeking a transformative leader to join its executive team. This leader—the new **Vice President (VP), People, Culture and Operations**—will play a pivotal role in shaping Bellwoods' future by fostering a thriving and inclusive workplace culture and driving strategic initiatives that enhance both the employee and client experience. In addition to championing progressive HR and organizational strategies, the VP will oversee facilities operations, capital planning, and infrastructure improvements to ensure safe, accessible, and sustainable environments for both staff and the communities Bellwoods serves.

As a member of the organization's senior leadership team, the VP, People, Culture and Operations will be responsible for shaping and delivering Bellwoods' vision across human resources and operations management. This role provides both visionary and operational leadership, ensuring that people, culture, and infrastructure strategies align with Bellwoods' objectives and goals for the future, all while fostering a work environment committed to inclusion, diversity, equity, and accessibility (IDEA). Partnering with the Manager of Human Resources and the Manager of Facilities & Special Projects—two direct reports of the VP—the incumbent will enhance talent strategies and employee engagement, and will be a strong support to the area of facilities planning, ensuring that Bellwoods' properties are maintained to high standards of safety, efficiency, and sustainability while ensuring compliance with regulatory and legislative requirements for facilities-related projects. Reporting directly to the CEO, the VP will play a critical role in building and maintaining partnerships with funders, housing providers, and other organizations that work alongside the Bellwoods' community.

### **Qualifications**

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, inclusion, and accessibility in all its forms and must believe, intrinsically, in the importance of leading with curiosity and

welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Bellwoods environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role:

- A) a post-secondary degree, preferably at the master's level (in business administration, human resources, or a relevant field), including appropriate accreditation such as the Certified Human Resources Leader/Executive (CHRL or CHRE) designation;
- B) several years of related senior leadership experience, preferably in a unionized environment, and in an environment where leaders are involved in both strategy/visionary work as well as delivery and fulfilment;
- C) knowledge of human resources leading practices as well as Ontario health sector trends;
- D) ability and/or direct experience in the areas of property management, facilities oversight, and capital planning, with the skills required to help optimize operational efficiencies while ensuring a safe, sustainable, and resident-centered environment
- E) demonstrated leadership and strong communication skills, with experience in budget preparation, strategic planning, and compliance with regulatory requirements; and,
- F) strong experience in policy development, organizational planning and culture advancement, and stakeholder engagement, including building and maintaining partnerships with funders, service providers, and regulatory bodies.

### ***Compensation***

This position offers a salary range of \$115,000 to \$137,000, based on experience, along with a comprehensive benefits package.

### ***How to Apply***

*Bellwoods encourages expressions of interest from all applicants including Indigenous and racialized communities, women, persons with disabilities, the 2SLGBTQIA+ community, and those of diverse intersectional identities.*

*Bellwoods is partnering with BIPOC Executive Search to help further increase the diversity/plurality of the candidate pool. **All interested applicants are encouraged to apply by clicking [HERE](#).***

*In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodation be required, please make Jason Murray aware by emailing [jmurray@bipocsearch.com](mailto:jmurray@bipocsearch.com).*

*We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.*