Humber River Health Foundation

President & CEO







Executive Brief

Humber River Health Foundation

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APPLICATION PROCESS & DEADLINE

KCI Search + Talent has been retained to conduct this search on behalf of Humber River Health Foundation. For more information about this exciting opportunity, please reach out to Ellie Rusonik, Vice President, KCI Search + Talent by email at HRHF@kcitalent.com

All inquiries and applications will be held in strict confidence. To apply, please send a resume and letter of interest to the email address listed above by February 19, 2025.

The target hiring range for this position is between $250,000 - $300,000 plus up to 15% performance-based compensation, HOOPP, and an excellent benefits package.

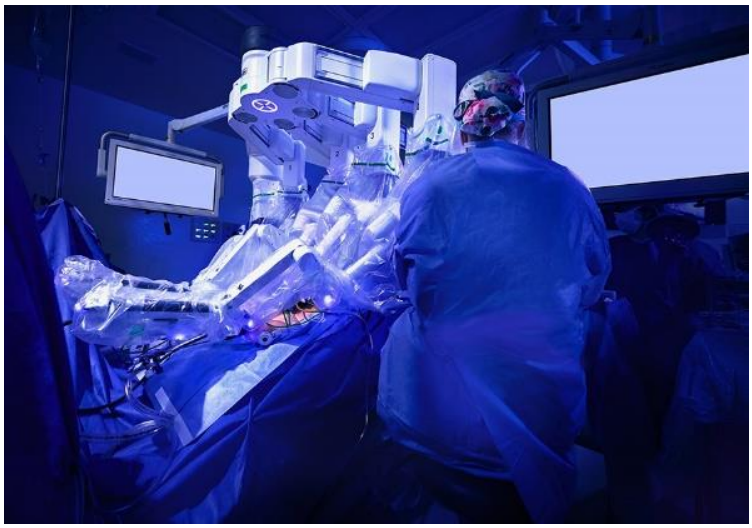
As an Equal Opportunity Employer, Humber River Health is committed to inclusion and diversity. We believe that hiring people with a variety of different perspectives and backgrounds drives our culture of innovation and fuels our creative thinking. At Humber River Health, we foster a culture of engagement and inclusivity which helps us work together to produce new solutions designed to address healthcare challenges now and in the future.

Humber River Health is proud of being an accessible workplace. By eliminating barriers in our employment policies, procedures and practices, our work environment meets the needs of employees and job applicants with disabilities. We provide accommodation to applicants and our employees – from *hire to retire*. Let us know what we can do to help you be successful during your recruitment and employment experience here at Humber River Health.

Humber River Health Foundation

President & CEO

THE OPPORTUNITY



Humber River Health Foundation (HRHF) is seeking a President & CEO who will provide leadership and oversight for business strategy development and implementation; fundraising, campaign, and donor relations; Board and staff engagement; finance and operations; and marketing and communications for the Foundation as we deliver on our mission to harness innovation and technology to create a system that delivers better, faster, safer care for every Canadian.

Reporting to the Foundation Board of Directors through the Chair, the President & CEO will bring experience engaging Boards and leadership volunteers providing support and timely communication and reporting; harness ideas and leverage unique skills and talents; and mobilize their connections and networks. A seasoned administrative leader, the successful candidate will possess a strong understanding of the not-for-profit sector, organizational governance, and the ability to build plans and a high-performing environment to deliver revenue growth.

An exceptional relationship builder and connector with previous major and transformational giving experience, the new incumbent will have the proven capacity to proactively engage philanthropists, top executives, and community partners to support the Hospital. The President & CEO will serve as a passionate and proud ambassador in the community, elevating visibility, and awareness of the Hospital, and of the impact of investing.

The President & CEO will easily oscillate between strategy development and implementation, providing vision and driving results for the Foundation staff of 20. A motivating leader who invests time and energy in developing people to their full potential, the successful candidate will create a compelling vision; set clear expectations, goals, metrics, and measures; and encourage and empower others to deliver excellence.

As a member of the Humber River Health (HRH) senior executive team, the President & CEO will work in partnership with the HRH President & CEO and senior leadership team, as well as with physicians, staff, and Board of the Hospital, ensuring ongoing alignment between the Hospital and Foundation.

The Foundation recently launched *Healthcare Lives*, one of its most ambitious fundraising efforts since the opening of the new hospital in 2015, with the goal of raising $100 million to reinvent systems of care and find a cure for healthcare in Canada and around the world. HRHF encourages all Canadians to join the *Healthcare Lives* movement driving advancements that will help shape a more effective, sustainable healthcare system for all.



HRHF is currently operating in a hybrid work environment with a minimum of three days per week in office.

ABOUT HUMBER RIVER HEALTH FOUNDATION

At Humber River Health Foundation, we are accountable to our donors. Our bottom line is driven by our commitment to ensure the most money possible is transferred to Humber River Health for life saving needs and upgrades – today and in the future.



The Foundation makes good use of a diverse set of fundraising strategies. Distinguished programs include:

- Gifts of Gratitude (donations to honour physicians and staff)
- Gifts of Heart (monthly donations)
- Aspen Grove Society (planned giving)
- Humber's Very Own (employee giving program)
- WINK Women in Kindness (women's giving society)
- RiPL Rising Philanthropic Leaders (young professionals giving society)
- Signature Events (AWESOME Golf, Illuminate; A Diwali Event)

The Foundation strategically focuses on maximizing donor retention, producing strong impact reports and celebrating donors through giving circles like Loyal Hearts (consecutive giving) and Champions of Health (mid-level giving).

We work hard to ensure efficient processes and fiscally responsible operations are a very important part of the day to day of the Foundation. Humber River Health Foundation adheres to the strictest industry guidelines. Our fundraisers hold memberships with the Association of Fundraising Professionals and actively participate in professional development.

In 2024, HRHF was recognized by the Association for Healthcare Philanthropy as a Revenue High Performer and Productivity High Performer. This means that HRHF's reported revenue is in the top 25% of all respondents in the 2024 Report on Giving.

2023 Foundation Statistics:



Mission
Inspire the community to invest in innovative healthcare with no barriers.

Vision
Lighting new ways in healthcare

Values
Innovative
Inclusive
Inspirational

ABOUT HUMBER RIVER HEALTH

Humber River Health is located within one of Toronto's most diverse regions. Over 20 different languages are spoken in our community—and we're ready to interpret them all. Our outreach programs and partnerships help us connect with our neighbours and support a healthy, thriving community.

Our state-of-the-art facility enables our physicians and staff to deliver healthcare in new and innovative ways and is a model of efficiency for hospitals around the world. Everything we do is designed to enhance not only outcomes but also the experiences of our patients and their families.

Humber River has been designed with patient comfort and privacy as a top priority. We are proud that 80% of our inpatient rooms are for single patients, with additional space to accommodate family members. Modern diagnostics equipment enables detailed, accurate patient diagnosis and treatment and our intuitive portals of care mean easy navigation and less walking within the building.



ADDITIONAL INFORMATION

Humber River Health Foundation Website
Humber River Health Website
About HRH Foundation
2023/2024 Annual Report
2023/2024 Financial Statements
HRH 2023-2026 Strategic Plan
Video on Humber River Health
News and Stories
Board of Directors

KEY RESPONSIBILITIES

Strategy, Governance, and Operations

- Work collaboratively with the Board, Foundation staff, and hospital partners to drive the overall Foundation strategy and planning in support of a culture of growth and success.
- Support the Board of Directors to successfully carry out their strategic leadership, stewardship, monitoring, and decision-making accountabilities.
- Lead the ongoing development of the Foundation's strategic plan consistent with the strategic priorities of the Hospital.
- Direct the development of the annual budget for the Foundation; measure progress and evaluate the plans and budget, report risks and performance outcomes to the Board and Hospital senior leadership.
- Demonstrate positive and proactive engagement with the hospital leadership team, physicians, and staff to align philanthropic activity with the financial priorities of the Hospital, furthering the mission and vision of the Hospital.
- With the Foundation leadership team and staff, develop and implement operational plans to achieve the goals and objectives of the strategic plan.

- Build the capacity of the Foundation by assessing existing structures, programs, and staff; build on existing strengths and new opportunities to improve performance, managing resources for maximum efficiency and results.
- Ensure that all Foundation plans and activities align with the brand, strategy, and values of the Hospital.
- Ensure compliance with all applicable laws and regulations and maintain the Foundation's role as trustee of donors' funds.
- Work with staff to identify, assess, and implement emerging and/or best practices.

Fundraising, Donor Engagement, and Campaign Leadership

- In collaboration with the Board and Hospital Leadership, build the capacity of the Foundation by identifying priority needs, financial requirements, and potential funding sources.
- Partner with the Board, Senior Volunteers, Hospital leadership, and Foundation staff to identify, cultivate and solicit key prospects for significant philanthropic gifts.
- Directly manage a personal portfolio of top-tier prospects and donors leading and participating in the cultivation, solicitation, and stewardship.
- Accountable for the successful delivery of the $100M Healthcare Lives Campaign.
- Work with Hospital staff to build awareness of philanthropic opportunities at the Foundation.
- Develop and execute diversified fundraising strategies and plans, including annual initiatives, to meet revenue goals identified in the strategic plan and budget.
- Ensure that the Foundation team has action-oriented plans, robust tools, and rigorous processes to track donor activities and drive pipeline development and momentum.

Staff and Volunteer Leadership

- Accountable for the effective recruitment, development, and support of the human resource needs of the Foundation including staff and volunteers.
- Empower employees by providing motivational leadership, professional development, and coaching. Foster team collaboration and support the professional growth of employees.
- Maintain a robust performance management system for employees, encompassing ongoing review of metrics and measures aligned with the goals of the Foundation. Ensure annual reviews and assessments.
- Provide guidance and support to Board members and key volunteers in their work to further the strategic priorities of the Hospital and Foundation.
- Lead by example to promote a positive and respectful culture aligned with the Foundation's values.

Communications and Community Engagement

- Play an active role in community engagement and external relations; develop strong community linkages with relevant businesses and corporations, community groups, media, and the public. Act as a key spokesperson for the Foundation.
- Continue to build on the positive momentum of the existing communications plan for the Foundation, utilizing diverse communication vehicles to articulate and highlight donor impact.
- Collaborate closely with the Hospital in communications and community relations to maximize community reach and ensure alignment on all key messages.
- Ensure translation of the Hospital's top priorities into compelling donor opportunities.

QUALIFICATIONS & COMPETENCIES

- Progressive senior leadership and management experience in a fundraising environment.
- Previous experience leading organizational revenue generation, including diverse and integrated revenue streams i.e. annual giving, major and planned giving, campaigns, events.
- Experience reporting to and engaging Boards of Directors and volunteer committees in support of fundraising and effective governance.
- Proven success soliciting major gifts from individuals, corporations, foundations, and community organizations at the 6-7 figure level and above.
- Exceptional relationship-building and networking skills, with a demonstrated ability to authentically connect with people in a variety of levels and types of organizations, including with senior leaders.
- Business development skills and entrepreneurial approach in order to drive new connections and partnerships with hospital and community stakeholders.
- Demonstrated success in effectively developing and managing high performing teams and creating an engaging and inclusive environment.
- Business and financial acumen and experience, including strategic, financial, analytical, and operational skills.
- Knowledgeable about the financial, legal, and regulatory requirements of a non-profit organization.
- Strong oral and written communication skills, and strong listening abilities.
- Strong understand and experience with donor databases and information systems.
- Understanding of marketing and communications in order to support best practice fundraising communications, brand and awareness building.
- Experience and/or interest working within the healthcare sector is considered an asset.

FOUNDATION BOARD OF DIRECTORS

Nick Simone, Chair
Jay Bhutani, Vice Chair
Kofi Achampong
Alison Chick
Nick Creatura
Tarek Elgammal
Enrico De Pasquale
Nico Fidani
Sabrina Fiorellino
Fausto Gaudio
Alicia Gouveia
Lucia Iacovelli
Wolfgang Klein
Irv Kleiner
Sherry Larjani
Rose Mantella
Carmela Serebryany
Ronald Sedran
Alan Spergel
Mark Veneziano
Barbara Collins, Ex Officio
Michael Iacovelli, Ex Officio
Dr. Jamie Spiegelman, Ex Officio
Rose Allison, Governors
Eddy Battiston, Governors
Lisa Ritchie, Governors
Roy Scaini, Governors
Pamela Wing, Governors

LEADERSHIP BIOGRAPHIES

Nick Simone, Board Chair



On March 1, 2020, Nick Simone was appointed President of Pace Law Firm. Pace Law has been in existence since 1981. Today, more than 150 legal professionals across five offices in Ontario serve clients in thirty eight languages. Pace Law helps clients achieve positive outcomes in litigation, corporate commerce, real estate, wills and estate, personal injury and immigration.

In September of 2019, Nick Simone was appointed CEO of Pace Global Advantage (PGA). PGA was founded in 2011 with the main goal to provide business facilitation support to Pace Immigration. PGA today serves international businesses, and individuals who want to enter the North American market.

From March 2007 to April of 2011 he was the President of Walton Capital Management, a land based asset management firm. He was responsible for establishing an Exempt Market Dealership for Walton. He has a deep understanding of the capital markets platform in Canada and has worked in that area since 1999.

From 2011 – March 2017, he was the President and owner of Qualified Financial Services, a managing general agency with over 1000 Insurance and Investment Brokers with 8 offices in Ontario East to the Atlantic Region.

He is also the President of Micari Consulting, a private consulting company. Micari Consulting works in the areas of strategic growth planning, business evaluation and business development, with a focus on international business.

Nick Simone has over 35 years of business experience. He has been proficient in building sales teams, establishing targets and creating environments conducive to peak-level performance. He is an entrepreneur with varied and valuable experience in the financial services sector.

Barbara Collins, President & CEO of Humber River Health



Barb Collins was appointed the President and CEO of Humber River Health in July 2016.

In her previous role as COO, she served as the Senior Executive Lead for our redevelopment project, and oversaw the design, construction and activation of the Wilson site, North America's first fully digital hospital, in October 2015. This ground breaking approach to integrating technology across all hospital systems and workflows was shortly followed by the development and implementation of Humber River Health's Command Centre in November 2017, a first in Canada and second in the world.

Barb is a Registered Nurse with an MBA from Queens University, and has over 40 years of progressive leadership experience in all major clinical and support areas of acute care.

She is passionate about high reliability and compassionate patient care.

ORGANIZATIONAL CHART

