

Executive Brief

Vice-President, Finance, Administration & Operations





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APPLICATION PROCESS

KCI Search + Talent has been retained to conduct this search on behalf of the Health Sciences North Foundation. For more information about this unique and exciting leadership opportunity, please contact Sylvie Battisti at KCI Search + Talent by email at HSNF@kcitalent.com.

Application process: Interested candidates should send resume and letter of interest to the email address listed above by **October 16, 2026**. **All inquiries and applications will be held in strict confidence.**

*The **hiring** salary range for this role is \$160,000 – \$185,000 plus a comprehensive range of benefits, and participation in the HOOPP pension plan.*

Health Science North Foundation is committed to creating a diverse, equitable, and inclusive work environment. We welcome and encourage applications from all qualified individuals.

Health Sciences North Foundation is committed to providing accommodations to applicants with disabilities to enable their participation in the search process. Such candidates are asked to kindly notify the Search Consultant.

This posting is for a current vacancy. Artificial intelligence will not be used to screen resumes nor assess candidates in this search.

THE OPPORTUNITY

We are seeking a **Vice-President, Finance, Administration & Operations** responsible for the financial stewardship, operational excellence, and administrative effectiveness of Health Sciences North Foundation (HSNF).

Reporting to the President & CEO, the Vice President, Finance, Administration & Operations will be a member of the Senior Leadership Team. Working collaboratively with the Foundation CEO, Board of Directors, Senior Leadership Team, Health Science North hospital leadership and Finance team as well as external collaborators, the Vice President serves as a strategic partner in advancing the Foundation's mission by ensuring strong financial management, scalable operations, and the infrastructure required to support significant fundraising growth and campaign readiness.

The Vice-President oversees all financial functions including budgeting, forecasting, audit, and investment management, while also leading operational planning, performance measurement, and administrative systems. This executive plays a central role in Board and committee governance, human resources, and the systems evolution required to support a growing organization.

Most importantly, the Vice-President is the primary operational and financial interface with Health Sciences North (HSN), ensuring that all Foundation funding to the hospital is governed effectively, aligned with donor intent, and supported by clear agreements, reporting, and accountability.

This is a pivotal moment to join Health Sciences North Foundation. The Foundation has successfully completed a significant amalgamation, established an ambitious new strategic direction, achieved national accreditation through Imagine Canada and demonstrated considerable growth through the increasing sophistication of its fundraising programs. The next phase will be even more significant. HSNF is preparing for a transformational campaign, continued growth in annual fundraising and a substantially expanded role in supporting the future of healthcare, research and capital development in Northeastern Ontario. Achieving that ambition will require the Foundation itself to continue to evolve and build the capacity needed for the future.

The Vice-President, Finance, Administration & Operations will be a critical architect of that future.

For the right leader, this is an opportunity to combine financial and operational leadership with strategy, organizational development and purpose, helping create a stronger and more sophisticated Foundation capable of supporting one of the most important periods of healthcare transformation in Northern Ontario and advancing A Healthier North for generations to come.

The position is based at the HSN Foundation office in Sudbury, with flexibility for some remote work if necessary.

ABOUT HEALTH SCIENCES NORTH FOUNDATION



Health Sciences North Foundation (HSNF) is the charitable partner of Health Sciences North (HSN) and Health Sciences North Research Institute (HSNRI), connecting the generosity and aspirations of donors with the most important healthcare and research priorities facing patients and families across Northeastern Ontario. HSN is Northeastern Ontario's regional specialized referral and academic health

sciences centre, providing advanced and specialized care across the region while serving as a research and teaching hospital dedicated to improving health outcomes and educating the next generation of healthcare professionals.

Through philanthropy, HSNF supports advanced medical equipment and technology, capital development, patient care, innovation and life-saving research. Working in close partnership with HSN and HSNRI, the Foundation helps translate healthcare and research priorities into opportunities for donors, corporations and communities to make a meaningful and lasting impact across the North.

For the 2025-26 fiscal year, together with our many volunteers, we raised \$17M with the support and generosity of our donors and partners.

The Foundation is itself in the midst of an important transformation. In October 2024, Health Sciences North Foundation, NEO Kids Foundation and the Northern Cancer Foundation amalgamated to create one unified HSN Foundation. The amalgamation brought together decades of philanthropic history, strong community relationships and specialized fundraising expertise under a single organization with a shared mandate to advance healthcare across Northeastern Ontario. The Foundation President & CEO currently leads a team of 30 professionals.

The new Foundation has already demonstrated significant growth and momentum. Greater sophistication within its fundraising programs, stronger major gift development, deeper donor engagement and a more integrated approach to philanthropy have enabled HSNF to significantly increase its fundraising capacity in recent years. The amalgamation provides an opportunity to build on that success by bringing together talent, systems, relationships and resources and creating the scale required for the next generation of philanthropy in Northeastern Ontario.

HSNF has also achieved accreditation through Imagine Canada's Standards Program, a national benchmark of excellence for charities and nonprofit organizations. This achievement reflects the Foundation's commitment to strong governance, financial accountability, transparency, ethical fundraising and organizational effectiveness, providing a strong foundation from which to pursue its next phase of growth.

[HSNF's 2026–2031 Strategic Plan](#) is intentionally ambitious. It positions the Foundation not simply as a fundraiser, but as a strategic investor in transformational care and the connector between healthcare ambition and philanthropic purpose. Its priorities are to grow sustainable and diversified revenue; build community trust and a culture of philanthropy; steward exceptional donor relationships and impact; and strengthen the people, systems and organizational capacity required for future growth.

Central to the plan is the development of a transformational fundraising campaign that has the potential to become the largest philanthropic undertaking in Northeastern Ontario's history.

The Foundation is therefore moving from a period of amalgamation and organizational integration into a period of significant growth, investment and campaign readiness. The opportunity ahead will require HSNF to continue increasing its fundraising capacity while building the financial, operational, technology, governance and administrative infrastructure needed to support a larger, more sophisticated and increasingly influential organization.

ABOUT HEALTH SCIENCES NORTH

Health Sciences North is much more than a community hospital. Based in Greater Sudbury, HSN is Northeastern Ontario's regional specialized referral and academic health sciences centre and a critical resource for communities and hospitals across the region. HSN provides specialized and tertiary care across an enormous geographic area, allowing hundreds of thousands of people across Northeastern Ontario to access advanced care closer to home. Its regional programs span cancer, cardiac and surgical care, pediatrics and women's health, critical and emergency care, nephrology, mental health and addictions, medical imaging, trauma, rehabilitation, Indigenous health and other specialized services. HSN provides comprehensive services in both French and English.

HSN is also one of the most significant institutions and economic drivers in Northern Ontario. As the region's largest employer, HSN contributes close to \$1 billion annually to the regional economy through its workforce, operations and broader economic activity. Its role extends beyond healthcare: a strong regional academic health sciences centre is essential infrastructure for attracting and retaining people, supporting communities and enabling continued economic growth across Northeastern Ontario.

That role is increasingly important as Northern Ontario becomes central to Ontario's Critical Minerals Strategy and the continued growth of the mining and natural resources economy. As new investment, development and workforce growth occur across the North, the ability to provide sophisticated healthcare, research and specialized services close to home will be an important part of building strong, sustainable Northern communities. HSN is therefore both a healthcare institution and an important contributor to the social and economic infrastructure required for the North's future growth.



HSN and the Health Sciences North Research Institute are guided by [Together For You 2030](#) and a shared vision of A Healthier North. The strategy brings together exceptional care, transformative teaching, impactful research and stronger partnerships to improve health outcomes for the diverse people and communities of Northeastern Ontario.

The strategy recognizes that meeting the North's future healthcare needs will require more than incremental change. Hospital expansion, surgical transformation, digital innovation, research, health equity, workforce development and a stronger culture of philanthropy are all central to HSN's future.

A DEFINING PERIOD FOR HEALTHCARE IN THE NORTH

HSN is entering one of the most consequential periods in its history.

The hospital continues to experience significant capacity pressures while serving a growing and aging population across a region with unique geographic, demographic and health equity challenges. At the same time, advances in medicine and technology are creating opportunities to provide increasingly sophisticated care in Northern Ontario that historically may only have been available in larger urban centres.

HSN is advancing plans for a major, phased capital redevelopment that will substantially increase capacity and modernize the environments in which care is delivered. This work is about much more than constructing new space. It represents an opportunity to rethink how specialized healthcare is delivered across Northeastern Ontario and to create infrastructure that supports new models of care, advanced technology, education, research and innovation for generations to come.

For HSN Foundation, the scale of this transformation creates an equally significant philanthropic opportunity. The Foundation will play an important role in connecting communities, donors, corporations and partners with this vision and mobilizing philanthropic investment to help make it possible.

HEALTHCARE, RESEARCH AND PHILANTHROPY: TOGETHER FOR THE NORTH

A particular strength of the HSN model is the relationship between Health Sciences North, Health Sciences North Research Institute and Health Sciences North Foundation.



Each organization has its own mandate and governance responsibilities, but all three are connected by a common purpose: improving health outcomes for the people and communities of Northeastern Ontario.

HSN delivers care and establishes the clinical and system priorities for the region. HSNRI advances research, discovery and innovation focused on health challenges that are particularly relevant to Northern populations. HSN Foundation connects these ambitions with donors and communities and mobilizes

philanthropic investment to accelerate what is possible.

Increasingly, the opportunity is to think about healthcare, research and philanthropy not as separate activities, but as interconnected parts of a regional academic health sciences ecosystem.



For donors, this creates a powerful proposition. Philanthropy can help meet the needs of patients today while simultaneously investing in the facilities, equipment, technology, people, research and innovation that will shape healthcare in the North for decades to come.

ADDITIONAL INFORMATION

- [2025-2026 Community Impact Report](#)
- [Health Sciences North Financial Statements](#)
- [Strategic Plan - 2026-2031](#)
- [Together for You 2030 Booklet](#)
- [HSN Annual Report - 2025-2026](#)



KEY RESPONSIBILITIES

Financial Leadership & Stewardship

- Provide strategic leadership and oversight of all financial functions, including:
 - Annual budgeting and multi-year financial planning
 - Forecasting, cash flow management, and financial reporting
 - Financial controls, compliance, and risk management
- Lead the preparation of accurate, timely financial reports for the Board of Directors and Finance, Audit & Investment Committee
- Oversee the annual audit process and ensure adherence to all regulatory and reporting requirements, including CRA charitable registration compliance
- Ensure strong internal controls and financial policies that protect donor funds and uphold public trust
- Partner with the CEO and Board to align financial strategy with organizational priorities, including campaign readiness
- Support the development of sustainable funding models to enable long-term growth
- Ensure compliance with applicable legislation including the Charities Accounting Act, Income Tax Act charitable provisions, and Not-for-Profit Corporations Act
- Provide oversight of the Foundation's investment portfolio in alignment with Board-approved policies and risk tolerance
- Work closely with external investment managers and advisors to:
 - Monitor performance and ensure alignment with the Investment Policy Statement (IPS)
 - Deliver clear and transparent reporting to the Finance, Audit & Investment Committee
- Lead or support the development and ongoing refinement of the Investment Policy Statement
- Ensure appropriate governance, transparency, and stewardship of endowed and non-endowed funds

Strategic Leadership, Board & Committee Governance Support

- Serve as a key member of the senior leadership team
- Contribute to organizational strategy, including campaign planning and long-term growth initiatives
- Provide insight and recommendations to the CEO and Board on financial and operational strategy
- Play a leadership role in advancing a culture of philanthropy, accountability, and measurable impact
- Play a central role in supporting effective governance across the Foundation's Board and committee structure
- Serve as the primary staff liaison for the Finance, Audit & Investment Committee of the Board
- Maintain up-to-date governance documents including bylaws, policies, Board Terms of Reference, and committee charters
- Ensure the Foundation's governance practices remain current and aligned with best practices for Ontario charitable corporations and CRA requirements
- Support Board onboarding and orientation for new Directors, particularly as it relates to the Foundation's financial and operational frameworks
- Assist in the preparation of the Annual Report and other public accountability documents
- Track and support the work of all Board committees, ensuring workplans are established, progress is documented, and linkage to organizational strategy is maintained

Operational Leadership & Organizational Effectiveness

- Lead the development and implementation of operational strategies that support fundraising growth and campaign readiness
- Drive continuous improvement in organizational processes to increase efficiency and effectiveness
- Identify and mitigate operational risks that could impact performance or growth
- Support the Foundation's role as a strategic partner to the hospital and research institute

Administration, Human Resources & Organizational Infrastructure

The VP provides senior oversight of all administrative and human resources functions, ensuring the Foundation operates as a well-governed, people-centred, and efficient organization.

Administrative Operations

- Oversee all administrative functions to ensure seamless and efficient organizational operations
- Maintain and update organizational policies, procedures, and operational manuals
- Oversee procurement, vendor management, facilities, and office management for the Foundation
- Provide oversight of insurance coverage and risk management practices

Human Resources — Leveraging HSN Systems & Partnerships

- Oversee the Foundation's human resources function, working collaboratively with HSN's HR and People & Culture teams to leverage shared systems, frameworks, and expertise where available and appropriate
- Utilize HSN HR systems and platforms for payroll processing, benefits administration, and employee record management where the Foundation participates in or is supported by HSN infrastructure
- Administer total compensation programs, including salary, benefits, pension (if applicable), and other programs; liaise with HSN HR to ensure competitive and equitable practices
- Support a positive workplace culture aligned with the Foundation's values and the broader HSN environment
- Advise the CEO on HR matters including workforce planning, organizational structure, employee relations, and succession planning
- Ensure compliance with applicable employment legislation including the Employment Standards Act, Human Rights Code, and Occupational Health & Safety Act
- Lead and develop a high-performing team across finance, administration, and operations
- Foster a culture of accountability, collaboration, and continuous improvement
- Build organizational capacity by aligning people, processes, and systems with strategic priorities
- Support strong cross-functional collaboration, particularly between finance and fundraising teams

Systems, Technology & Digital Transformation

The VP leads the ongoing evolution of the Foundation's technology infrastructure, supporting both current operational needs and future organizational growth.

- Provide senior leadership for the Foundation's key operational systems including: Raiser's Edge (donor management and fundraising CRM); Financial Edge (accounting and financial management)
- Ensure systems are optimized to support data integrity, reporting, and organizational decision-making
- Establish and maintain strong data governance policies and practices across all platforms

- Lead the development and execution of a technology roadmap that supports the Foundation's growth trajectory and campaign readiness
- Ensure staff capacity and training to effectively use systems; build organizational digital literacy over time
- Stay current with emerging technology trends in the charitable and healthcare foundation sectors, including cloud-based platforms, automation, and data analytics tools

Hospital Partnership, Granting & Funding Oversight

- Serve as the Foundation's lead for the financial and operational interface with Health Sciences North (HSN) related to all funding, grants, and disbursements
- Ensure all funds granted to HSN are appropriately approved, documented, disbursed in accordance with agreed-upon terms, and tracked and reconciled accurately
- Establish and enforce consistent processes for hospital invoicing, verification of expenses, and timely financial reconciliation between HSN and the Foundation
- In partnership with the Development team and HSN CFO, ensure the development of standardized grant management frameworks, including reporting requirements, annual and project-based impact reporting, and clear accountability for outcomes and timelines
- Partner with hospital leadership, finance teams, and program areas to ensure projects are fully developed and ready prior to fundraising (business cases, budgets, impact)
- Identify and mitigate risks related to misalignment of expectations, reporting delays, or reputational risk related to donor commitments
- Support transparent reporting to the Board and committees on funded project status, flow of funds, and impact achieved

EXPERIENCE, QUALIFICATIONS & COMPETENCIES

- Chartered Professional Accountant (CPA) designation in good standing
- Minimum 10 years of progressive leadership experience in finance, corporate services and administration, including experience at a senior leadership or executive level
- Experience in a complex, multi-stakeholder environment (healthcare, education, not-for-profit, or public sector preferred)
- Demonstrated experience overseeing audits, financial planning, and investment portfolios
- Experience working with or supporting Board committees (Finance, Audit, Investment, Governance)
- Experience providing governance support including Board materials, bylaws, policy management, and committee coordination
- Human resources leadership experience, including familiarity with employment legislation and HR administration in an Ontario context
- Experience with shared services models or HR system utilization within a partner organization (e.g., HSN) is an asset
- Experience with system selection, implementation, or digital transformation projects is desired
- Familiarity with Raiser's Edge, Financial Edge, or comparable donor management and financial platforms
- Strong understanding of CRA charitable compliance requirements and Ontario not-for-profit legislation
- Experience supporting organizational growth, transformation, or campaign readiness is considered an asset

Core Competencies

- Strategic financial leadership and fiscal stewardship
- Board and committee governance support
- Operational excellence and execution
- Human resources leadership and people management
- Systems thinking, process optimization, and technology leadership
- Change management and digital transformation
- Strong governance and risk management orientation
- Data-driven decision-making and organizational performance management
- Stakeholder and partnership management in complex, multi-organizational environments
- Collaborative leadership, relationship management, and cross-functional integration
- Ability to lead through growth, organizational change, and campaign readiness

Key Working Relationships

Internal

- President & CEO (direct reporting relationship)
- Senior Leadership Team colleagues
- HSNF Board of Directors and Board Committees (Finance, Audit & Investment; Governance & Nomination; Executive)
- Foundation staff across all departments

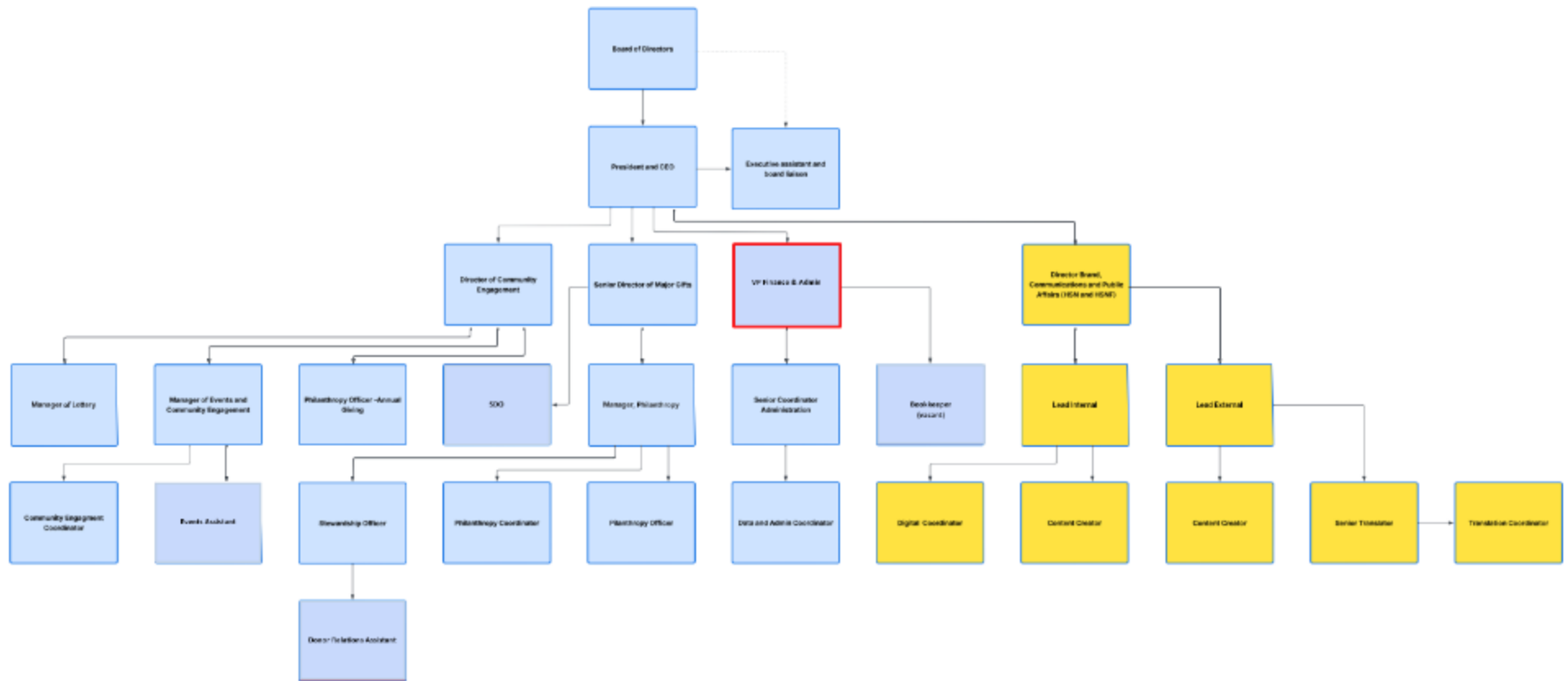
External

- Health Sciences North — Finance, HR, People & Culture, and Program/Clinical leadership
- External auditors and legal counsel
- Investment managers and financial advisors
- Regulatory bodies (CRA, Ontario Ministry)
- Technology vendors and system implementation partners
- Peer hospital foundation leaders and sector networks

Additional Requirements

- The position is based at the HSN Foundation office in Sudbury, with flexibility for some remote work if necessary. Senior Leaders are expected to maintain a regular office presence.
- Willingness to work flexible hours is required, including occasional evenings/weekends for board or committee meetings, and Foundation events.
- Police background and financial checks will be required for the successful candidate.

ORGANIZATIONAL CHART



HSN FOUNDATION BOARD OF DIRECTORS

- Matthew Albiani
- Amanda Berloni
- Melissa Bouffard, Treasurer
- Patrick Brouzes
- Rick Cousineau
- Jacob Gauthier, Chair
- Yonaniko (Iyo) Grenon
- Raymond Hammond
- Christine Harvey
- Sherri Koren
- Samantha Kuula
- Alyson Laking
- Ian Lane
- Michael Macnamara
- Angie Robson
- Pamela Therrien

LEADERSHIP BIOGRAPHIES

Anthony Keating, President & CEO, HSN Foundation



Anthony Keating is a distinguished professional with an impressive track record in fundraising and philanthropic leadership. As the President and CEO of Health Sciences North Foundation, Anthony brings nearly two decades of experience to his role. He has successfully raised funds for notable organizations such as, Princess Margaret Cancer Foundation, Cystic Fibrosis Canada, Kids Help Phone, Seneca College, and the Boys and Girls Clubs of Newfoundland.

Before joining Health Sciences North (HSN), Anthony held a prominent position at the Princess Margaret Cancer Foundation in Toronto, where he spearheaded major gift fundraising for research, haematology and pediatric oncology. His dedication and expertise have earned him recognition, including the prestigious "New to Fundraising Professional of the Year" award from the Association of Fundraising Professionals (AFP) in 2010. He was also honored as one of the top 40 professionals under 40 by the Association of Healthcare Philanthropy.

Beyond his professional accomplishments, Anthony is actively involved in his community and volunteers for various organizations. He currently sits on the Board of Directors for Research Canada, Northern Ontario Angels and The Roberta Bondar Foundation.

Anthony was also chosen to participate in the Governor General's Leadership Conference in May, 2026.

Anthony has a Masters of Business Administration (MBA) with a specialization in Global Business from Royal Roads University in Victoria, BC and is a Certified Fundraising Executive (CFRE).

In his capacity as President and CEO, Anthony oversees the operations of Health Sciences North Foundation. Additionally, he leads the Communications Team, Volunteer Association and Volunteer Services at HSN. Anthony's involvement extends to the senior leadership teams of HSN and the Health Sciences North Research Institute (HSNRI), where he ensures a strong alignment with healthcare needs in Northeastern Ontario.

Outside of work, Anthony takes pride in his Newfoundland heritage and considers Sudbury his cherished home. He enjoys traveling, gardening, and spending quality time with his loved ones, friends and family.

Jacob Gauthier, Chair of the Board, Health Sciences North Foundation



Jacob Gauthier is a bilingual lawyer practicing in the Greater Sudbury area.

He is a graduate of the University of Ottawa (Criminology Program) as well as the Faculty of Law (Français) and was called to the Bar in 2006.

He is also the current Treasurer of the Board of Directors for the N'swakamok Native Friendship Centre and is past President of the Sudbury District Law Association, Criminal Lawyers Association (Regional Director) and the Elizabeth Fry Society of Northeastern Ontario.

Melissa Bouffard, Treasurer of the Board, Health Sciences North Foundation



Melissa Bouffard is a Partner and Chief Financial Officer at Baker Tilly SNT, one of Northern Ontario's largest accounting, tax, and advisory firms. She is responsible for overseeing financial, strategic, and operational matters as well as consulting for clients. After graduating from Laurentian University with Honours, Melissa obtained her CPA, CA designation in 2012 while working in Toronto.

Melissa brings with her many years of both public accounting and private industry experience across multiple industries. Melissa's expertise includes financial management and reporting, accounting and taxes, overall business strategy, human resources, and process & policy development and improvement.

In her free time, she loves to travel and spend time with family and friends. She is married to Phil and they have two daughters, Ella and Abbey.

Melissa served as Treasurer with Northern Cancer Foundation and Director with Health Sciences North Foundation prior to this appointment.

David McNeil, President and Chief Executive Officer, HSN & HSNRI



David McNeil is the President and CEO of Health Sciences North and Health Sciences North Research Institute. David is a Sudbury native. Prior to rejoining HSN in 2023 he served as the President and CEO of Brant Community Healthcare System. Prior to this role, he was the Chief Nursing Executive and Senior Vice President, Patient Services and Digital Transformation at Health Sciences North.

David has a PhD in Rural and Northern Health from Laurentian University, a Masters in Health Administration from the University of Ottawa, as well as a Bachelor of Science in Nursing from Laurentian University.

His experience includes working as a front-line nurse in Attawapiskat and the former Laurentian Hospital and Network North. He has worked as a Nursing Educator, Quality Coordinator / Professional Practice Consultant and Clinical Director of the Medical Program, Corporate Director of Planning and Environmental Services, and as a Part-Time Professor at Cambrian College.

He has served as President and Chair for the Registered Nurses Association of Ontario, a Board Member of the Canadian Nurses Association and as Chair of the Cambrian College Board of Governors.

LIVING IN THE GREATER SUDBURY REGION



The City of Greater Sudbury has been recognized by Site Selection magazine as one of Canada's Best Locations for 2026, earning a place among the country's top communities for investment, economic competitiveness and business growth.

As one of only 20 communities nationwide to receive this recognition, Greater Sudbury is proud to be the only municipality from Northern Ontario and the only Ontario municipality outside the GTA and Southern Ontario on the list.

With a population of 170,000, the metropolitan area of Grand Sudbury is the largest city by population in Northern Ontario. A multicultural and truly bilingual community, over 23 percent of the population reported French as their mother tongue and almost 37 percent of individuals identify themselves as being bilingual. More than five percent of the people are members of the First Nations.

The City of Greater Sudbury is a growing, world-class community bringing talent, technology and a great northern lifestyle together. Set in a recreational paradise, Sudbury is known for its scenic attractions and magnificent wilderness surroundings. From the outdoor enthusiasts to the leisure seekers, Sudbury has something for everyone. Considered a city of lakes, the City of Greater Sudbury includes 330 lakes and Lake Wanapitei, the largest lake in the world completely contained within the boundaries of a single city.

As a world-class mining centre, Greater Sudbury is home to more than 300 mining supply and service firms employing more than 14,000 people. The city is also a regional centre in financial and business services, tourism, health care and research, education and government for Northeastern Ontario – a market of 625,000. Sudbury is served by an airport and five major airlines, two of which offer daily direct flights to Toronto.

The medical and education sectors have seen tremendous growth in Sudbury and with Health Sciences North, the city is the medical referral centre for Northeastern Ontario. In addition, the City of Greater Sudbury is an affordable region to live in. It offers a wide range of housing options, with housing costs generally lower than those in major urban centres such as Toronto, Ottawa and Montreal.

Sudbury is known for its strong public education system and it is one of a small number of cities in Canada where education is possible from day care through to university in either English or French. There are first-rate options for post-secondary education, including Laurentian University, a bilingual university with 8,000 students. As part of the Laurentian University Federation, Huntington University, Thorneloe University and the University of Sudbury are located on the Sudbury campus of Laurentian University. Greater Sudbury is also home to two additional postsecondary institutions: Cambrian College, an English college of applied arts and technology and Collège Boréal, a francophone college offering a wide range of courses and specialized areas of study.