



EXECUTIVE BRIEF

President & Chief Executive Officer



William Osler
Health System

F O U N D A T I O N



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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of William Osler Health System Foundation (Osler Foundation). For more information, please contact Ellie Rusonik, Senior Vice President/ Lead, KCI Search + Talent by email at WOHSF@kcitalent.com.

Interested candidates should send resume and letter of interest to the email address listed above by **October 19, 2026**. All inquiries and applications will be held in strict confidence.

*The target hiring range for this role is **\$300,000 to \$350,000** plus performance-based compensation and a comprehensive and competitive benefits package, including HOOPP pension plan.*

Osler values inclusivity and diversity in the workplace. We welcome and encourage applicants from diverse backgrounds. We are committed to providing accessible employment practices that comply with the Accessibility for Ontarians with Disabilities Act (AODA). If you need accommodation, please advise Ellie and she will work with you to meet your needs.

*Artificial intelligence will not be used to screen resumes or assess candidates in this search.
This posting is for a current vacancy.*

PRESIDENT & CHIEF EXECUTIVE OFFICER

The Opportunity

William Osler Health System Foundation (Osler Foundation) is seeking its next President & CEO to build on significant campaign momentum; lead the organization through the successful completion of its current campaign; and shape the Foundation's next chapter. This opportunity comes at a pivotal time as William Osler Health System (Osler) continues to expand capacity, transform Peel Memorial into Brampton's second hospital, advance comprehensive cancer care, and respond to the needs of one of Ontario's fastest-growing and most diverse communities.

Reporting to the Board of Directors, the President & CEO is accountable for the overall leadership, strategy, management and performance of the Foundation, ensuring that the Foundation's strategic priorities are translated into clear plans, accountabilities and results.

The President & CEO will serve as the Foundation's principal executive liaison and strategic partner to William Osler Health System and as an ex-officio member of the Osler Executive team. Working closely with Health System leadership, the President & CEO will help translate Osler's strategic and capital priorities into a compelling philanthropic agenda and aligned funding priorities.

As the Foundation leader, the President & CEO will serve as a coach and champion, setting clear expectations and creating the conditions for the Foundation Leadership Team and their teams to succeed. The successful candidate will build organizational capability, empower leaders to lead, hold the team accountable for results, develop future leadership capacity, and model the Foundation's values in day-to-day work and interactions. Success will depend not only on the CEO's personal contributions, but on building a high-performing organization that can sustain and scale its impact.

The President & CEO will serve as a visible 'public face' of Osler Foundation and as one of its key ambassadors. The role will maintain meaningful personal responsibility for fundraising and donor relationships, including a focused portfolio of donors with capacity for transformational gifts, while enabling Foundation team members and volunteers to lead and deepen a broader portfolio of relationships.

The Foundation team works primarily out of the Peel Memorial Centre for Integrated Health and Wellness (Peel Memorial) located at 20 Lynch Street in Brampton. Regular travel to Osler sites and to donor meetings offsite is required. This role requires frequent engagement with the community which often takes place outside of normal office hours.

About William Osler Health System

William Osler Health System (Osler) is a leading community teaching hospital system delivering world-class health care inspired by its people and communities who live in the growing and diverse communities of Brampton, North Etobicoke, Caledon, and surrounding areas.

Osler serves a community of over 1.3 million people in one of the fastest-growing and most culturally diverse regions of Ontario. Our region's population growth rate is nearly triple the provincial average, with an expected 85% increase in our 70+ seniors' population by 2030. As our community continues to grow, we continue to transform to help increase health care capacity.



Accredited with *Exemplary Standing*, Accreditation Canada's highest rating for a Canadian hospital, Osler includes three hospital sites: Brampton Civic Hospital, Etobicoke General Hospital, and Peel Memorial Centre for Integrated Health and Wellness, which is being transformed into Brampton's second hospital, as well as a Reactivation Care Unit, and a Withdrawal Management Centre. Osler's two Emergency Departments are open 24/7 at Brampton Civic and Etobicoke General, and our Urgent Care Centre at Peel Memorial in Brampton provides 24/7 care for urgent but non-emergency illness or injury.

Operating with an annual budget exceeding \$1 billion, Osler has more than 11,000 staff, physicians, learners, and volunteers. William Osler Health System manages approximately 1.23 million patient visits annually, which includes more than 315,000 emergency and urgent care visits.

Osler is a hub of innovation through the **Osler Research Institute for Health Innovation (ORIHI)** and is the primary clinical partner for Toronto Metropolitan University's new School of Medicine. The team is proud to help advance excellent, evidence-based care, and is committed to sharing learnings for the benefit of all patients. Forging new partnerships and spearheading new ideas through robust research and education strategy, ORIHI is engaged in clinical trials that help patients access cutting-edge drugs and therapies, a global health program to help share learnings with and from others, partnerships with universities, and placement opportunities for students, physicians, fellows, and residents.

Looking to the future, Osler is transforming Peel Memorial into Brampton's second hospital, which will include a new multi-storey tower that will house inpatient beds and expanded outpatient clinics. Osler is also expanding the cancer care program to bring more services, including radiation treatment - currently not available in Brampton or Etobicoke - closer to home for the community.

About Osler Foundation

WE INSPIRE OUR COMMUNITIES TO INVEST IN EXCEPTIONAL HEALTH CARE CLOSE TO HOME.

OUR VISION: Healthy communities powered by generosity.

OUR MISSION: Inspire our communities to invest in world-class health care close to home.

OUR VALUES: Accountability • Collaboration • Excellence • Innovation • Integrity • Caring

As Osler continues to transform health care for our growing communities, increasing capacity across our hospital system, providing investment in new technology, and bringing new and enhanced services, the Foundation serves as its fundraising arm to raise philanthropic financial support.



All equipment in a hospital must be funded by the community, along with a portion of construction costs for new buildings and building renovations. This means we raise money for essentials like ventilators, vital signs monitors, vein finders, stretchers, wheelchairs, and electric beds.

Currently we're engaged in a significant capital campaign that's focused on raising funds to:

- Transform Peel Memorial into Brampton's new hospital
- Build a comprehensive cancer care centre at Brampton Civic
- Ensure Etobicoke General has the equipment required to continue providing the specialized care the community needs

Thanks to the dedication of our staff, volunteers, and hospital partners, and the incredible generosity of our donors, last year the Osler Foundation generated in excess of \$14M in cash revenue and over \$59M in major gift fundraising production.

We have a team of around 25 staff working primarily at the main Foundation offices at Peel Memorial, with 'storefront' offices at the other hospital locations.

And as part of the Osler family, Osler Foundation is committed to providing a fulfilling work environment that inspires our staff to learn, innovate, and grow. Year after year, Osler is proud to be recognized as one of Greater Toronto's Top Employers and one of Canada's Best Diversity Employers. Osler Foundation is equally committed to supporting our employees through flexible work arrangements, professional development, and a commitment to creating an environment of inclusiveness and belonging.



OSLER FOUNDATION YEAR IN REVIEW (2025/2026)

HOW FUNDS WERE RAISED



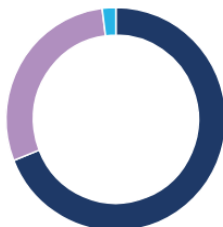
Corporations 56%
Individuals/Estates 32%
Community 7%
Foundations 5%

REVENUE SOURCES



Major Gifts 72%
Events 13%
Annual Giving 11%
Direct Mail 4%

HOW FUNDS WERE DISTRIBUTED



Capital 69%
Operations 29%
Education & Research 2%

DONATIONS

 **5,987**
TOTAL DONORS

 **1,955**
MONTHLY DONORS

 **39,520**
DONATIONS OF
\$100 OR LESS

 **\$14,461,892**
TOTAL RAISED
FY25/26

 **\$342,000**
RAISED FROM
MONTHLY
DONATIONS

 **\$548,900**
RAISED FROM
DONATIONS OF
\$100 OR LESS

SIGNATURE EVENTS

\$2,382,577
RAISED
THROUGH
SIGNATURE
EVENTS

183
SIGNATURE EVENT
SPONSORS

1,614
SIGNATURE EVENT
ATTENDEES

4
SIGNATURE
EVENTS

COMMUNITY PARTNERSHIPS

\$738,023
RAISED THROUGH
COMMUNITY
PARTNERSHIPS

32
COMMUNITY
PARTNERSHIPS

Additional Information

[Osler website](#)

[Osler Foundation Report to Community 2025-2026](#)

[Osler Board of Directors](#)

[Osler news](#)

[Osler TV](#)

[Osler Foundation website](#)

[Osler Foundation newsletters](#)

[Osler Foundation media releases](#)

[Osler Foundation stories](#)

[Osler Foundation Audited Financials](#)

Board of Directors

Osler Foundation's Board of Directors is made up of hardworking, caring people with busy lives. They want the best for their communities. We are grateful that they continually put their diverse perspectives, knowledge, and skills to work to help us achieve world-class health care close to home.

For Board member bios, please visit: <https://oslerfoundation.org/leadership-board/>

Steve Robinson, Chair
Gia M. DeJulio, First Vice-Chair
Satish Thakkar, Second Vice-Chair
Raj Narula, Treasurer
Dr. Gurjit Bajwa
Preet Bassi
Dr. Parneet Cheema
Susan Crawford
Bryan Dawson
Amrinder Dhinsa

Pal Ghumman
Patrick J. Hawkins
Yudhvir Jaswal
Tom Kanellopoulos
Sukhdeep Kang
Kerstin Lack
Charles Matthews Jr.
Dr. Roberta Minna
Tony Raso
Jessi Sandhu

Ex-Officio

President & CEO, William Osler Health System Foundation

President & CEO, William Osler Health System, Dr. Frank Martino



KEY RESPONSIBILITIES

Board Governance Support

- Provides timely information, advice and administrative support to the Board of Directors for Board activities, meetings and Board-related initiatives, working directly with the Foundation Board Chair and Board Committee Chairs.
- Participates in Foundation Board Committees in an ex-officio, non-voting capacity where appropriate and ensures that all Board Committees are effectively supported by appropriate senior Foundation staff, consistent with Board-approved mandates and policies.
- Supports the Board in the development, oversight, and review of appropriate governance policies which ensure operational accountability and appropriate risk management.
- Works closely and transparently with the Board to help them discharge their fiduciary responsibilities related to risk and oversight.
- Assists the Board in supporting Board Director development activities, including new Board Director orientation and ongoing Director education.
- Supports Board-led succession planning and Director recruitment by providing advice on the future skills and experience needs of the Board and as requested, helping to identify potential candidates.
- Information and insight to the Board to support the development and/or adjustment of Foundation strategic plans.

Foundation Leadership & Management

- Demonstrates a commitment to the Mission, Vision, and Values of Osler and Osler Foundation by living these out on a daily basis, and by modelling consistent behaviour in work and relationships.
- Ensures that appropriate operational and employee policies are in place and updated as needed, and that appropriate monitoring is in place to maintain compliance with legal, regulatory, and ethical requirements.
- Works with the Foundation Leadership Team to develop and efficiently and effectively implement operational plans for the Foundation that will allow it to fulfill the strategic objectives and to meet or exceed commitments to support the plans of Osler. This will be done by:
 - With the Foundation Leadership Team and their managers, defining measurable goals that develop and enhance processes, systems and practices
 - Ensuring that appropriate resources are in place to accomplish these goals, and appropriate metrics established to monitor progress and results
- Works with the Foundation Leadership team to ensure that appropriate program, team, and individual goals and performance expectations are established, tracked, and met.
- Ensures a culture and work environment that promotes and inspires an active, continuous improvement philosophy.
- With and through the Foundation Leadership Team, oversees the recruitment and retention of staff including hiring, performance management, accountability, annual reviews, and professional development.
- Promotes the development and growth of staff members by creating an environment that encourages curiosity and lifelong learning.

Fundraising

- Takes an active role in relationship development and fundraising, personally leading a focused portfolio of priority major and transformational gift prospects and strategic partnerships, while enabling Foundation leaders, staff and volunteers to cultivate and steward a broader portfolio of relationships.
- Works with the team and with volunteers to identify community and hospital staff champions who can be engaged as partners in fundraising activities, and ensures that sufficient guidance, training, support, and appreciation is provided.
- In partnership with the Foundation Leadership Team, oversees the prospect pipeline to ensure suitable volume and calibre of prospects, and appropriate levels of activity related to qualification, cultivation, solicitation, and stewardship of prospective donors.
- Ensures the development of ongoing and appropriate campaign strategies for each of Osler's three hospitals and other key priorities identified by Osler leadership.
- Works closely with both the hospital and Foundation Boards and with Osler Senior Leadership to enhance the culture of philanthropy that includes continued joint ownership of revenue-generation plans, and significant administrative leadership and physician involvement.
- Continues to strengthen the relationship with the Volunteer Association.
- Maintains relationships with other health care philanthropy professionals to ensure ongoing knowledge of best practices and to benchmark the Foundation's performance.

Community Engagement & Representation

- Serves as a key spokesperson and representative for Osler Foundation, proactively engaging with various community leaders, community groups, strategic employers, and other potential supporters and partners.
- Communicates the vision and impact of the Foundation with passion and clarity.
- Works with the Communications & Marketing team to increase the visibility of the Foundation.
- Ensures that communications vehicles are effectively used to highlight donor impact and to educate the public about health care funding and philanthropy.
- Ensures that the Foundation team is collaborating closely with Osler Strategic Communications colleagues to ensure alignment on key messages.
- Assists Osler's President & CEO in community initiatives and the development of strategic relationships.

Financial & Risk Management

- Holds overall accountability for the Foundation's finances.
- Ensures that the Board and Finance Committee receive appropriate reporting to assess progress towards goals and to allow effective oversight of financial and risk management.
- Works with the Foundation Leadership Team to assess impact and profitability of existing programs and activities, and to identify new business development opportunities which support organizational strategic plans.
- Partners with the Vice President, Finance & Operations and the Foundation Leadership Team to develop, manage, and monitor revenue and expense budgets that allow annual and multi-year financial goals to be met.

- Works with the Vice President, Finance & Operations to ensure that appropriate controls are in place to stay within budget, and to meet quality criteria established by the Foundation.
- Works with the Finance Committee and the Vice President, Finance & Operations to support the management of the assets of the Foundation to maximize return on investments, in adherence to relevant Board and operational policies.
- Ensures ongoing compliance of all activities with legal and ethical standards, and with new or existing Foundation regulations.
- Continues to ensure the rigour and quality of Foundation activities by establishing and monitoring appropriate accountability measurements.

QUALIFICATIONS AND COMPETENCIES

- Extensive professional experience in fundraising and community engagement, including experience in all aspects of philanthropy such as large Capital Campaigns, Major Gifts and Planned Giving, and Community Giving.
- Significant progressive leadership and management experience, including previous experience on an executive management team.
- Proven experience of meaningful responsibilities and engagement in the leadership of organizational direction and operational excellence through involvement in strategic planning, operations management, change management, and effective team leadership.
- A solid understanding of governance fundamentals, and experience engaging with and supporting Board members and other senior volunteers (such as a campaign cabinet) in their work for a not-for-profit charitable organization.
- Strong business acumen, an innovative mindset, and a broad understanding of market forces, emerging trends and opportunities, and implementation strategies used to enhance the Foundation's competitive position in a crowded market.
- Demonstrated success building, developing, empowering and holding high-performing leadership teams accountable for results, including evidence of strengthening organizational capacity.
- Evidence of an ongoing commitment to equity and inclusion is expected, as is cultural competency and sensitivity.
- Strong communication skills (spoken, written, and listening) including the ability to engage effectively and respectfully with diverse people and audiences.
- Experience building productive relationships with government, public-sector, civic and community leaders would be an asset.
- An in-depth understanding of the financial, legal and regulatory requirements of a not-for-profit corporation, and strong understanding of how to monitor organizational risks, goals, and activities.
- A university degree is required, with preference for an advanced degree and/or evidence of relevant ongoing education or training.

Our Communities

Brampton is the third-largest city in the Greater Toronto Area and is the seat of Peel Region. With a population of over 800,000, Brampton is the 9th largest city in Canada, and one of the country's fastest-growing large urban centres. Brampton is known for its vibrant, multicultural community with a large and prominent South Asian population. Brampton has a robust heavy industrial and advanced manufacturing sector, and it serves as a hub for logistics, retail, technology, and innovation.



Peel Region is a regional municipality consisting of three municipalities to the west and northwest of Toronto: the cities of Brampton and Mississauga, and the Town of Caledon. With a population of more than 1.5 million, 1 in 10 Ontarians live in the region. Peel Region is a rapidly-growing area with an extremely diverse population. Nearly 70% of residents in Peel Region identify as racialized. Peel Region's economy is powered by a massive goods-movement network and a robust advanced manufacturing sector. Additionally, booming small business entrepreneurship and high industrial real estate investment drive steady local job growth.



Etobicoke is a dissolved municipality located within the current city of Toronto. A large, diverse suburban-urban district on the western edge of Toronto, Etobicoke has a population of approximately 380,000 people. Etobicoke has the lowest population density of the former cities and boroughs that currently make up the City of Toronto, balancing older post-war suburban low-rise neighbourhoods with rapid vertical growth of dense multi-residential pockets. In terms of demographics, about 50% of the population are immigrants.



ORGANIZATIONAL CHART

