

Job Posting - Executive Director, Mission, Values and Spiritual Care

Position Profile:

Unity Health Toronto is recruiting for the role of *Executive Director, Mission, Values and Spiritual Care*. The role is accountable for ensuring the integration of the Catholic identity in all aspects of strategic and operational activities at Unity Health Toronto. As a strategic integrator and influencer the primary responsibilities include fostering Unity Health's Catholic identity as a healing ministry of the Church, supporting fulfillment of the organization's mission, and the integration of its identity and values in all aspects of strategy, operations, and organizational culture. The incumbent will provide executive leadership in mission integration activities to support Catholic identity stewardship through spiritual care, Board and leadership formation, Church relations and through culture development activities that support Unity Health team members to find meaning and purpose in the work that they do.

Unity Health Toronto works collaboratively with its sponsor, Catholic Health Sponsors of Ontario. This role will lead several key initiatives with CHSO, and for the term of the current partnership agreement will assume the title of Executive Director, CHSO Mission Integration when performing these duties.

The Executive Director, Mission, Values and Spiritual Care provides collaborative, strategic partnership to other portfolios on key strategic priorities including but not limited to Joy in Work; Equity, Anti-Racism, Equity and Social Accountability; Care for People Experiencing Disadvantage; and the Care Experience Institute development.

Responsibilities:

- Ensure the ongoing maturation of an inclusive Catholic identity within Unity Health Toronto;
- Collaborate with executives and other leaders to integrate and steward Catholic identity within all facets of strategic, operational and cultural activities and decision-making by identifying the theological, moral/ethical and social justice implications;
- Strategically anticipate, identify and integrate the social teaching of the Church, ethical and moral considerations and commitments of Unity Health's decision-making and action;
- Foster relationships with the Sponsor and partners in mission, such as, but not limited to, the Archdiocese of Toronto, Catholic Charities, local parishes, Catholic Health Alliance of Canada, Catholic Health Association of Ontario;
- Provide leadership and participate with other disciplines (e.g. Social Work, Ethics) in the training and development of management/Hospital staff around valuing diversity of patient, families, volunteers and Physicians;
- Promote and enhance spiritual health by making the Spiritual Care Department a more visible element of family and staff care in addition to involvement in the patient journey;
- Promote a culture of equity and inclusivity, inviting appreciation for different faith traditions, beliefs and cultures;
- Provide executive support for Board Formation to CHSO-sponsored organizations (including Unity Health) as an advisor through the sharing of resources, tools and lessons learned as CHSO boards establish and grow formation committees and plans and pilot new approaches;
- Provide leadership in the exploration of a pan-Canadian collaboration for ethics, formation and mission integration, which involves collaboration with other mission and ethics leads across Canada; Support dissemination of best practices through academic output and publication where appropriate

- Act as Program Coordinator for CHSO's Mission Leadership Program by ensuring that there is a key contact for the program for speakers, participants and to be the classroom "face" of the program to welcome participants, introduce the speakers, and keep participants informed throughout the program's three 3-day Modules.
- Provide leadership in the exploration of a pan-Canadian collaboration for ethics, formation and mission integration, which involves collaboration with other mission and ethics leads across Canada;
- Act as the liaison with the Sisters of St. Joseph and our Catholic sponsors, e.g., Catholic Health Sponsors of Ontario, Catholic Health Association of Ontario and Catholic Health Alliance of Canada, on matters of mission and values.

Qualifications:

- Completion of a Bachelor's degree or higher (Master's Preferred) in a relevant discipline, e.g., Theology, Social Work, Psychology or recognized equivalent required, with a background in one or more of the following: pastoral care, ethics, counselling, health care management and adult education desirable
- At least 5 years of experience in a significant leadership role with strategic decision-making responsibilities. Preference for experience in healthcare
- Evidence of collaborative, inspirational, influential and engaging servant leadership style
- Well formed in the Catholic tradition, or experience working in a Catholic ministry
- Evidence of authentic and mature personal spirituality
- Effective in using adult learning models and good facilitation to engage persons in formative experience.
- Evidence of commitment to serving people who experience disadvantage and marginalization
- Experience in complex health care delivery systems or organizations and ethical issues facing Catholic health care
- Possesses a basic understanding of world religions and the ability to articulate Catholic identity and inclusion
- Roman Catholic in faith tradition and in good standing, preferred

Interested applicants are encouraged to apply via the following link
<https://unityhealth.to/careers-at-unity-health-toronto/?JobNumber=877842>