



**CHIEF EXECUTIVE OFFICER**

Reports to: Board of Directors  
 Location: Toronto, Ontario, Canada

**THE ORGANIZATION – DELIVERING ON MEMBER VALUE AND TRUST**

The [Ontario Medical Association](#) (OMA) represents the political, clinical and economic interests of the province’s medical profession. Founded in 1880, the OMA has from its beginning played a vital role in the development and promotion of healthcare services across Ontario. Today, the OMA represents approximately 43,000 members including practicing, retired and out-of-province physicians and medical students. To help serve the clinical and economic interests of Ontario’s physicians, the OMA has also developed a suite of products and services that range from practice management seminars, physician health and wellness, product discounts for members, and a portfolio of insurance products developed specifically for the needs of its members.

The OMA currently has 325 staff, and annual revenues of \$77 million. In 2023, the OMA was named as one of [Greater Toronto’s Top Employers](#), for the third consecutive year.

**Mission**

Advocate for and support doctors. Strengthen the leadership role of doctors in caring for patients

**Vision**

To be the trusted voice in transforming Ontario’s health care system.

**Core Values**

<b><i>Respectful</i></b>	We treat everyone with dignity and value diverse experiences and perspectives
<b><i>Innovative</i></b>	We seek opportunities to be creative and explore future possibilities
<b><i>Bold</i></b>	We courageously pursue best practices, new ideas, solutions and opportunities to improve.
<b><i>Responsive</i></b>	We listen to understand and connect
<b><i>Transparent</i></b>	We are genuine and candid in our interactions, and we hold ourselves accountable



In 2020, the OMA approved the most significant governance changes in its 138-year history, a monumental step forward in strengthening this world-class medical organization. These transformational changes have made the OMA's governance more skills-based, nimble, and responsive, aligning it with best practices in industry and not-for-profit, member-driven organizations across Canada.

The new structure empowers OMA members through more direct connection to elected bodies and decision-making, with enhanced transparency into the OMA's structure and function. This enables the OMA to represent members' priorities more effectively, including improved patient care and better support for doctors. Roles and responsibilities have been clarified to give the Board of Directors organizational oversight while a reenergized leadership body of physician delegates lead generative thinking, focusing on driving and shaping health care policy.

As OneOMA, the brand promise is a commitment to driving a member-centric culture, continuing to build the association that its members want and need, and focused, transparent, and future-forward strategic planning.

## THE ROLE

Reporting to and working closely with the OMA Board of Directors, the Chief Executive Officer's (CEO) mandate includes the strategic, financial, operational, and human capital leadership of the organization to ensure the success of the OMA's strategic plan while maintaining its long-term financial health and ensuring its sustainable operation. The CEO is responsible for the alignment of the OMA's strategic direction, goals, values, and mission within the OMA's organizational governance model.

The CEO provides executive leadership of the OMA and facilitates the ongoing sustainable operations with the performance of the OMA staff. To that end, the CEO is responsible for the succession strategy of the executive leadership team to enable the development of staff to have the skills and competencies to deliver on the strategy.

The CEO is the lead change agent in times of transformation and/or modernization and plays a stewardship role in the measured growth of the OMA.

The CEO is responsible for driving the organizational strategy, building on the transformation/modernization of the OMA, and building the brand and its recognition internally and externally amongst stakeholders.

The CEO builds positive and productive relationships with staff, members, the Board, government, the regulator, and other key stakeholders and entities.



The CEO will have accountability for its current subsidiaries - OMA Insurance, Ontario Physician Services Inc., and the Ontario Medical Foundation. Other subsidiaries may be included as defined by the Board of Directors and in consultation with the CEO and then communicated broadly and clearly to all stakeholders.

### **Key Responsibilities and Accountabilities**

- Working closely with the Board of Directors to develop and execute against the OMA's strategic direction and plan, showing visionary leadership, imagining the future of the OMA, and charting a path through and past the current transformation/modernization of the OMA.
- Reviewing and regularly reporting to the board on the association's progress towards its strategic plan, operating and financial budgets, and all material deviations from them, and keep the Board promptly informed of any material changes, or emerging issues.
- Authorizing the commitment of corporate resources, including contracts, transactions, and arrangements in the ordinary course of business, and any other projects within delegated limits (set by the Board) to pursue the approved strategy, providing details of exposure to risks to the Board on a regular and timely basis.
- Managing the day-to-day operations of the OMA through the executive leadership team.
- Entrenching and championing the vision, mission, and culture of the OMA's future. Ensuring organizational values and focus are met while allowing the OMA to be sufficiently agile to react to current events while continuing to serve the members.
- Ensuring the needs of members are captured and considered in the OMA's strategy and delivery of plans through advocacy, negotiation, and the work of ongoing transformation.
- Focusing on resiliency and ensuring the organization is structured and equipped with the appropriate talent.
- Ensuring the attraction, development, and retention of the talent and maximizing engagement at all levels of the organization.
- Intentionally maintaining a respectful, diverse, equitable, inclusive, and psychologically safe environment.
- Creating and executing a succession plan that not only identifies the current requirements of the executive leadership team, but also considers the skills and competencies needed in the future. Identifying internal and external succession candidates and socialize the succession plan and candidates with the Board as appropriate.
- As one of the OMA's key ambassadors, spokespersons, and community leaders, continuing to raise the profile of the organization, build the OMA Brand, and be a role model for excellence.
- Playing a key role in managing relationships with key stakeholders to ensure the OMA's positions are heard and acted on. This may include mediation or conflict resolution between stakeholders.



## THE CANDIDATE

The ideal candidate will demonstrate the following knowledge, experience, skills and attributes:

- Senior executive health system leadership experience
- Skilled in developing mission and vision and leading all aspects of strategy, strategy execution, organizational reputation, and building organizational capacity and culture
- **Strong critical thinking skills; a systems thinker**
- A purpose-driven, inspirational, and empathic leader; establishes and builds an engaged, positive, resilient, healthy culture; able to bring people to a shared point of view and move in one direction
- Recognizes and intentionally aligns the agendas of key stakeholders using a keen sense of political acuity and social diplomacy
- Demonstrable commitment to advancing EDI principles and action plans
- Committed to providing high quality member experience, relevancy and value
- Business and financial acumen; effective at managing the business (people and budgets); establishes and monitors KPIs
- Proven relationship building and advocacy skills; adept at influencing, negotiating, and building bridges
- A compelling, authentic communicator with ability to bring together disparate points of view and create a one vision, direction, and strategy execution
- **Experience in change and transformation within a complex environment**
- Holds themselves and others to a high standard of accountability, transparency, ethics, and integrity; exhibits humility
- **Open minded to innovation and new ideas as they are brought forward**
- Curious, thinks expansively and demonstrates imaginative insight to identify breakthrough solutions while managing risk exposure

***Diversity, inclusion, and equity are among the Ontario Medical Association's core values. The OMA has been committed to and will continue advocating for an environment where all persons are treated with fairness, dignity, and respect.***

***Ontario's physicians have dedicated their lives to improving the health and well-being of patients across the province. This includes recognizing the impact of the social determinants of health and working to eliminate the disparities that exist between communities.***

***The Ontario Medical Association strongly believes that we all have a role to play in upholding and advocating for the principles of human rights, pluralism, equity and inclusion.***

***If you require accommodation in order to participate as a candidate in the hiring process, please communicate your needs to the LHH Knightsbridge Project Team.***



## CONTACT INFORMATION

If you are interested in being considered for this exciting and impactful senior executive leadership opportunity, **please submit your cover letter and current resume by email to Chris Sawyer, Partner, at [chris.sawyer@lhhknightsbridge.com](mailto:chris.sawyer@lhhknightsbridge.com)**

Should you have any questions regarding this opportunity, please contact a member of the Project Team:

Janice Kussner, Partner	<a href="mailto:Janice.kussner@lhhknightsbridge.com">Janice.kussner@lhhknightsbridge.com</a>	416.640.4313
Chris Sawyer, Partner	<a href="mailto:chris.sawyer@lhhknightsbridge.com">chris.sawyer@lhhknightsbridge.com</a>	416.640.4312
Oksana Krupa, Executive Assistant	<a href="mailto:Oksana.krupa@lhhknightsbridge.com">Oksana.krupa@lhhknightsbridge.com</a>	416.928.4612

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At LHH, we exist to help people, teams and organizations find and prepare for what’s next. Our end-to-end HR solutions future-proof organizations and careers all over the world. Through Advisory, Career Transition & Mobility, Insights, Learning & Development and Recruitment Solutions, we enable transformation, and our job is never done because there’s always another tomorrow to prepare for.

We make a difference to everyone we work with, and we do it with local expertise, backed by global infrastructure and industry-leading technology. LHH’s over 8,000 colleagues and coaches span 66 countries worldwide, working with more than 15,000 organizations, a majority of Fortune Global 500, and nearly 500,000 candidates each year. Together we address needs across the entire talent journey, helping organizations build their capabilities and individuals build brighter futures.

LHH is a part of the Adecco Group, the world’s leading talent advisory and solutions company, headquartered in Zurich Switzerland.