



Position Profile

Chief Executive Officer

Reports To: Board of Directors
Organization: Northern Regional Health Authority
Location: Northern Manitoba
Flin Flon/The Pas/Thompson
Date: August 2026

Land Acknowledgement

The Northern Regional Health Authority acknowledges that we are situated on Treaty 5, 6, and 10 Territory and that Manitoba is located on the traditional and ancestral lands of the Anishinaabeg, Anishininew, Denesuline, Nehethowuk, Ininiwak, Nêhiyawak Nations.

We acknowledge that Manitoba is situated on the homeland of the Red River Métis. We respect waters, land, histories, language and cultures of First Nations, Métis and Inuit whose presence enriches Canadian society.

ABOUT NORTHERN HEALTH REGION

The Northern Regional Health Authority (NRHA) is responsible for planning, coordinating, and delivering healthcare services across northern Manitoba, serving a population of more than 76,000 residents over an area that represents approximately 60% of Manitoba's land mass. Through a network of hospitals, long-term care facilities, primary care clinics, and specialized treatment centres, the NRHA provides essential health services to diverse urban, rural, remote, and Indigenous communities throughout the region.

Vision:

Accessible, respectful, inclusive and safe healthcare for everyone.

Mission:

We provide healthcare in a way that grows trust, inclusion and an understanding of patient needs to provide the best patient experience. We do that through people centered care and supporting our staff in a respectful, culturally safe environment. We are committed to meaningful partnerships with Indigenous partners, government agencies and other healthcare organizations as we strive to bring timely, equitable access to healthcare for the North.

Values:

Trust
Respect
Integrity
Compassion
Humility

The region's primary service hubs, Thompson, The Pas, and Flin Flon, offer the broadest range of healthcare services and provide critical support to communities across the North. The NRHA's healthcare network includes six hospitals, four long-term care facilities, four primary care clinics, and two substance use and recovery treatment facilities, supported by dedicated healthcare professionals committed to improving health outcomes and advancing equitable access to care.

Northern Manitoba offers a unique blend of professional opportunity and exceptional quality of life. The region is renowned for its pristine lakes, expansive boreal forests, abundant wildlife, and year-round recreational opportunities. Residents enjoy access to outdoor activities such as fishing, boating, hiking, skiing, hunting, and snowmobiling, while benefiting from the strong sense of community and connection that defines life in the North.

The NRHA maintains regional offices in Thompson, The Pas, and Flin Flon, enabling close collaboration with communities, healthcare providers, Indigenous partners, and stakeholders across the region. Guided by a commitment to patient-centred care, health equity, and sustainable service delivery, the NRHA plays a vital role in supporting the health and well-being of northern Manitobans. The NRHA serves a population in which nearly three-quarters of residents self-identify as First Nations, Métis, or Inuit, underscoring the importance of culturally safe, equitable, and community-informed healthcare services throughout the region.

ABOUT THE CHIEF EXECUTIVE OFFICER

The Chief Executive Officer (CEO) provides strategic, operational, financial, and cultural leadership for the Northern Health Region (NHR), ensuring the delivery of safe, high-quality, sustainable healthcare services across northern, rural, and remote communities.

Reporting to the Board of Directors, the CEO is accountable for organizational performance, governance, workforce sustainability, system transformation, and effective partnerships with Indigenous communities, governments, staff, physicians, stakeholders, and health system partners.

A key responsibility of the role is advancing First Nations health equity, reconciliation, cultural safety, and anti-Indigenous racism initiatives through respectful partnerships, shared accountability, and community-informed decision-making. The CEO ensures culturally safe, trauma-informed, and distinctions-based approaches are embedded throughout organizational planning, service delivery, workforce development, quality improvement, and patient care.

The CEO serves as the Board's sole employee and is responsible for implementing Board direction, achieving strategic priorities, and ensuring compliance with applicable legislation, regulations, and governance requirements.

This position requires service and extensive travel to outlying communities within the region and the province.

KEY LEADERSHIP ACCOUNTABILITIES

1. Strategic Leadership, Governance & Organizational Performance

Provide strategic leadership to advance the Northern Health Region's mission, vision, values, and long-term priorities while ensuring alignment with Board direction, provincial healthcare priorities, community health needs and Indigenous self-determination and shared leadership frameworks

The CEO serves as the primary advisor to the Board and is accountable for organizational performance, governance excellence, and achievement of strategic objectives.

- Lead the implementation, evaluation, and ongoing refinement of the Regional Health Plan and organizational priorities.
- Monitor organizational performance and report progress, risks, opportunities, and outcomes to the Board.
- Recommend strategic initiatives, policies, and long-term plans that support organizational sustainability and improved health outcomes.
- Establish organizational priorities and strategic direction within Board-approved policies and governance frameworks.
- Promote innovation, accountability, continuous improvement, and system-wide performance excellence.
- Ensure organizational performance, legislative compliance, and achievement of Board expectations.

2. Indigenous Partnerships, Reconciliation & Health Equity

Advance meaningful partnerships with First Nations communities, leadership, and organizations while championing reconciliation, Indigenous health equity, cultural safety, anti-Indigenous racism initiatives and Indigenous self-determination through the integration of Indigenous governance principles across organizational leadership, strategy, and decision-making.

- Foster respectful, collaborative relationships with First Nations leadership, communities, and organizations.
- Advance reconciliation, Indigenous health equity, cultural safety, and anti-Indigenous racism initiatives across the organization.
- Support the development and implementation of distinctions-based, community-led health and wellness priorities.
- Establish shared accountability for Indigenous health outcomes through meaningful engagement, performance measurement, and transparent reporting.
- Promote Indigenous workforce recruitment, retention, leadership development, and representation.
- Champion the integration of Indigenous knowledge, cultural practices, and traditional healing approaches where appropriate.
- Ensure meaningful engagement with Indigenous leaders, Elders, Knowledge Keepers, and community members in shaping organizational direction, strategic priorities, and healthcare service planning.
- Ensure Indigenous health priorities are embedded within strategic, operational, and service planning activities.

3. Quality, Patient Safety & Service Excellence

Provide leadership to ensure the delivery of safe, high-quality, culturally responsive, patient- and family-centred care across all communities served by the Northern Health Region.

- Ensure high-quality, accessible, and sustainable healthcare services are delivered throughout the Region.
- Foster a culture of quality improvement, patient safety, risk management, organizational learning, and service excellence.
- Monitor service quality, access, patient experience, and clinical and operational outcomes.
- Ensure compliance with accreditation requirements, professional standards, legislation, and regulatory obligations.
- Embed cultural safety, equity, and anti-racism principles within quality and patient safety systems.
- Lead organizational participation in accreditation and continuous quality improvement initiatives.
- Ensure organizational practices minimize risk and support effective management of patient and corporate liability.

4. Financial Stewardship, Risk Management & Operational Excellence

Ensure the effective stewardship of financial, human, physical, and technological resources to support sustainable healthcare delivery and long-term organizational success.

- Oversee organizational budgeting, financial planning, forecasting, and resource allocation.
- Ensure responsible stewardship of public resources and strong financial accountability.
- Maintain effective governance, procurement, enterprise risk management, and internal control practices.
- Make executive decisions regarding service delivery, resource allocation, workforce planning, and organizational performance.
- Balance community needs, operational priorities, stakeholder interests, and fiscal responsibilities.
- Support long-term organizational sustainability, operational effectiveness, and responsible growth.
- Advance modernization, innovation, and evidence-informed decision-making across the organization.

5. Workforce Leadership, Culture & Talent Development

Cultivate a high-performing, inclusive, respectful, and culturally safe organizational culture while ensuring a sustainable workforce capable of meeting the healthcare needs of northern Manitoba.

- Foster a culture grounded in respect, inclusion, cultural safety, accountability, and continuous improvement.
- Provide leadership, coaching, mentorship, and support to the Executive Leadership Council and senior leaders.
- Support leadership development pathways that strengthen Indigenous representation in senior leadership positions and across all levels of the workforce.
- Promote Indigenous workforce recruitment, retention, leadership development, succession planning, and representation as a critical component of organizational excellence and culturally responsive healthcare

delivery.

- Establish and monitor performance expectations and support effective performance management processes.
- Advance leadership development, succession planning, employee engagement, workforce wellbeing, and talent retention strategies.
- Ensure compliance with applicable employment legislation, collective agreements, policies, and workplace practices.
- Support effective onboarding, leadership integration, and development of future organizational leaders.
- Ensure a workplace culture that is safe, respectful, and free from racism and discrimination.

6. Stakeholder Relations, Advocacy & Community Engagement

Serve as the principal representative and spokesperson for the Northern Health Region, building strong relationships with governments, health system partners, communities, patients, families, employees, physicians, and stakeholders.

- Represent the healthcare needs and priorities of northern Manitoba communities in regional, provincial and national forums.
- Build and maintain productive relationships with the Board, governments, Indigenous partners, healthcare organizations, and community stakeholders.
- Lead communication and engagement strategies that promote transparency, trust, and public confidence.
- Support meaningful engagement with patients, families, communities, and partners to inform organizational priorities and service improvements.
- Represent the Region at provincial, regional, and national forums and initiatives.
- Promote and protect the reputation, credibility, and interests of the Northern Health Region.

7. Transformation, Accountability & Leadership Excellence

Lead organizational and health system transformation while modelling the leadership behaviours, professionalism, and accountability expected of a Chief Executive Officer.

- Lead transformative initiatives that improve service delivery, strengthen integration, and respond to evolving healthcare needs.
- Foster organizational agility, innovation, collaboration, and readiness for change.
- Ensure compliance with legislative requirements, accreditation standards, PHIA, FIPPA, and organizational policies.
- Maintain the highest standards of professionalism, integrity, confidentiality, and ethical conduct.
- Demonstrate leadership competencies consistent with the NHR Leadership Competency Framework.
- Promote personal accountability, emotional intelligence, sound judgment, and continuous professional development.
- Champion workplace safety, respectful workplace practices, cultural safety, and organizational wellbeing.

EDUCATION AND EXPERIENCE REQUIREMENTS

The ideal candidate is a progressive and accomplished healthcare executive with a demonstrated record of leading complex organizations through change, growth, and transformation. This individual combines strategic and operational leadership expertise with a strong understanding of healthcare governance, organizational performance, quality improvement, financial stewardship, and service delivery in complex environments. The successful candidate will possess the ability to navigate diverse stakeholder interests while fostering strong relationships with Boards, physicians, employees, Indigenous communities, governments, and health system partners.

Equally important is a demonstrated commitment to Indigenous health equity, reconciliation, cultural safety, and anti-Indigenous racism. The CEO will bring experience working collaboratively with First Nations communities and leaders and an understanding of the unique opportunities and challenges facing rural, remote, northern, and Indigenous populations. Candidates will be recognized as visionary, values-driven leaders who are capable of inspiring teams, driving organizational excellence, advancing system innovation, and supporting sustainable healthcare services across the region.

Education:

- Master's degree in Health Administration, Health Sciences, Business Administration, Indigenous Governance, Leadership, or a related field.
- Current professional licensure, where applicable.
- Equivalent combinations of education, training, and executive leadership experience may be considered.

Experience:

- Executive leadership experience within healthcare or other complex public sector organizations.
- Experience leading strategic planning, organizational performance, service delivery, and system transformation initiatives.
- Experience building and maintaining partnerships with Indigenous governments, communities, healthcare leaders, and health system partners.
- Experience advancing organizational change, quality improvement, risk management, and financial stewardship initiatives.
- Experience leading large, multidisciplinary teams and fostering high-performing organizational cultures.

Knowledge:

- Knowledge of health system governance, strategic planning, organizational performance, and healthcare service delivery.
- Knowledge of rural, remote, northern, and Indigenous health systems, issues, and challenges.
- Understanding of Indigenous health equity, reconciliation, cultural safety, anti-Indigenous racism, distinctions-based approaches to service delivery, the Truth and Reconciliation Commission Calls to Action, and the

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

- Knowledge of organizational transformation, quality improvement, risk management, and financial stewardship.
- Understanding of First Nations information governance principles and the ethical use of data.
- Knowledge and familiarity with northern health issues, cultures, and populations served.

Leadership Competencies and Skills:

- Strategic, visionary, and systems-level leadership capabilities.
- Exceptional communication, relationship-building, negotiation, and stakeholder engagement skills.
- Demonstrated ability to influence, inspire, and lead large multidisciplinary teams.
- Strong financial, operational, and change management acumen.
- Sound judgment and decision-making in complex and politically sensitive environments.
- Commitment to cultural humility, inclusion, reconciliation, and shared leadership.
- Ability to foster innovation, accountability, and continuous improvement.
- Strong conflict resolution, problem-solving, and organizational skills.
- Ability to adapt quickly to changing situations and respond effectively to multiple competing priorities.
- Excellent written and verbal communication skills.
- Ability to speak an Indigenous language, preferably Cree, Dene, or Michif, would be considered an asset.

Other Requirements:

- Valid Manitoba Class 5 Driver's License.
- Ability and willingness to travel extensively throughout northern Manitoba and the province.
- Ability to work effectively with diverse populations and within multidisciplinary environments.

Please direct your inquiries and submission to:

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