The Brant Community Healthcare System

The Brant Community Healthcare System consists of the Brantford General Hospital as a regional acute health centre and the Willett site in Paris which provides urgent care and community outreach programs. With a total of 265 beds, the BCHS has attracted more than 175 physicians, 1300 highly trained employees, and over 500 volunteers. We are an affiliated teaching site of the McMaster University Michael G. DeGroote School of Medicine.

Through creative and innovative use of resources and partnerships, we focus on primary and secondary acute care, rehab, complex continuing care, palliative care, health promotion and mental health services. We are the regional centre for paediatrics, mental health, obstetrics, gynaecology, CT scanning, critical care, surgical services, ambulatory care and emergency medicine. We are also the site of the Brant Community Cancer Clinic and the S.C. Johnson Dialysis Clinic for patients throughout Brant County and Haldimand-Norfolk.

We are very proud that BCHS has exceeded Accreditation Canada national compliance rates for hospital quality dimensions and standards, thus truly living up to our vision of “BCHS…Your Partner in Lifetime Health”.

The Opportunity

The position of Vice President (VP) Corporate Affairs and Chief Financial Officer (CFO) is responsible for providing strategic leadership and oversight of the following organization wide corporate affairs: Finance, Decision support, Heath information management, analytics, enterprise central patient scheduling and registration, Privacy, Legal affairs, and Facility operational functions including purchasing, nutrition services, stores, engineering and maintenance, and Redevelopment.

In addition there will be direct oversight of financial management, accounting, project implementation and analytic functions for the organization including strategic and operational annual budgeting, audit, tax-related reporting, accounting, compliance and long-range forecasting. The incumbent is also responsible for ensuring that BCHS is accountable for meeting its strategic directions and financial goals.

As a member of the Executive and Senior Leadership Team (SLT), the VP Corporate Affairs and CFO is accountable and shares responsibility with other BCHS executives to assure the provision of safe, quality, cost effective healthcare for our patients and community by putting patients first, creating a great place to work and using resources wisely.
The Ideal Candidate

The Ideal Candidate will have a proven ability to work effectively and collaboratively across the organization and maintain positive working relationships with the leadership of clinical, support services and medical programs. They must also maintain positive working relationships with the MOHLTC, HNHB LHIN, Brant Sub-region, Infrastructure Ontario (IO), LHIN, Mohawk Shared Services, Medbuy, partners within the LHIN and other organizations as required.

Will have a minimum of 10 years’ experience in progressive senior leadership roles in related fields (finance and accounting), and experience in health care and/or public sector/not-for-profit. They will also have proven success operating in complex environments with significant organizational change.

The ideal candidate will be a Chartered Professional Accountant (CPA) and will hold a Master’s Degree in either a Finance or Healthcare Related discipline. They will also be able to demonstrate their ability to fulfill the outlined responsibilities and accountabilities below.

Key Responsibilities & Accountabilities

The VP Corporate Affairs and CFO is accountable for the quality and overall development and coordination of the programs within his/her portfolio. In the role of VP Corporate Affairs and CFO, the new incumbent will be responsible for the following:

**Key Deliverables:**
- Strategic financial management
- Meeting or exceeding BCHS, Ministry and LHIN accountability targets
- Maintenance of all Capital Redevelopment Budgets
- Annual business planning and oversight of operational and financial plans
- Senior leadership support for BCHS Foundation Board
- Expertise in Health System Funding Reform (HSFR) and Health Based Allocation Model (HBAM) forecasting.
- Annual goals and objectives as approved by the President and CEO
- Expert advice and support for Board and committees (Corporate Resources and Audit)

**Strategic Planning & Organizational Decision Making:**
- Provides leadership and guidance in the areas of strategic financial planning and analysis for optimum organizational performance and decision making. The role is responsible for annual budget preparation, financial forecasts, preparation of financial statements and managing actual results to budgets. Creates opportunities to collaborate with internal partners to build capacity and financial acumen across the organization. Initiates and leads long term fiscal planning strategy development incorporating operating capital and technology needs. Creates new process based financial systems and develops and maintains financial controls, policies, procedures and standards to ensure consistent application of accounting and financial services by establishing a framework for the organization and team to follow. Uses impact and influencing strategies to garner support for processes and recommendations.
- Strategic innovator who coaches and leads others towards business planning and opportunities to drive financial improvements across the system. Effectively stewards the function(s), in support of effective governance, including risk management and internal controls that supports the BCHS objectives. Acts as the main executive point of contact for the internal Audit and Finance Committees, and works collaboratively with the designated external auditor.
Restructures own portfolio to maximize sustainable results. Leads and motivates direct reporting teams by acting as a coach and mentor. Responsible for recruitment of key team members, setting clear expectations and accountabilities along with authority and flexibility to perform roles. Sets challenging stretch goals and aligns efforts in support of vision and mission of organization. Manages performance and development and plans for succession. Leads by example and drives for results.

Leads the decision support function and is accountability for data management, reporting, and analytics and health information management.

Maintains, acquires and shares external and system wide knowledge to positively influence and inform organizational decisions and financial allocations.

Provides advice and guidance as required to direct organizational decisions and priorities to areas of responsibility.

Identifies and leads improvement opportunities that will enhance quality and optimize cost efficiency and/or revenue generation.

**Patient First:**

- As a member of the Senior Leadership Team, provides shared leadership for the setting of vision and strategy for the organization, and operationalizes those pieces of the strategy that directly impact on incumbent’s portfolios. Drives the creation of annual goals and objectives for non-clinical teams in portfolio and aligns with clinical value stream priorities and the organization direction. Reports on team progress and performance to the Senior Leadership Team, against the key performance indicators used to drive for results.
- Contributes to the development and discussion of the organization’s goals, objectives, forecasts, risks and challenges as they arise and effectively communicates those decisions corporately to ensure corporate commitment and support.

**Using Resources Wisely:**

- Provide leadership and input to the financial indicators chosen for internal and Board monitoring
- Engage Executive, Board of Directors and Senior Leadership team in short, medium and long term financial plans and projections.
- Provide financial leadership within the organization, including regular reporting (internal and external) of financial, statistical and organizational performance information.
- Provide interpretation and analysis of financial and statistical information to provide context for organizational decision making – at the board, senior leadership and administration levels.
- Oversee cash, investment, financing and asset management activities.
- Lead the development of the Hospital Sector Accountability Agreement, engaging other colleagues as required.
- Creates new process based financial systems and develops and maintains financial controls, policies, procedures and standards to ensure consistent application of accounting and financial services by establishing a framework for the organization and team to follow. Uses impact and influencing strategies to garner support for processes and recommendations.
- Ensuring there is a systematic process for the development of program specific capital plans that flow from and are consistent with the organizational strategic plans, and follow the BCHS’ multi-year financial and capital planning processes

**A Great Place to Work:**

- Maintains collaborative relationships with senior teams, physicians, and CFOs across organizations and sectors.
• Leads and motivates direct reporting teams by acting as a coach and mentor, responsible for recruitment of key team members, setting clear expectations and accountabilities along with authority and flexibility to perform roles. Sets challenging stretch goals and aligns efforts in support of vision and mission of organization. Manages performance and development and plans for succession.
• Ensures that orientation and continuing education programs are provided to staff within his/her portfolio resulting in the development and maintenance of competency that meets BCHS and professional standards.
• Ensures performance appraisals are regularly completed and up to date.
• Promotes collaboration and teamwork among staff within the portfolio and throughout the organization.
• Models effective leadership practices including promoting and demonstrating the True North values and ethical behaviour.
• Is an effective, open and collaborative relationship builder. Seeks out opportunities to build effective relationships that will enhance the strategy and success of BCHS.

The Brant Region

Located on the Grand River about 100 km south-west of Toronto, the County of Brant and City of Brantford have a combined population of about 125,000. The communities of Brant County offer an affordable lifestyle, with very reasonably priced housing in both rural and urban locations. Brantford offers big city living with a small town feel, all in close proximity to small towns and nature.

With the gorgeous Grand River, over 1000 acres of park area, fitness and sports centres, several golf courses, and over 60 kilometres of trails, the Brant region offers many opportunities for an active lifestyle. The city also boasts a rich, diverse range of cultural resources, visual arts organizations, multicultural groups, heritage sites, galleries and museums. In addition, three post-secondary institutions offer programs within the city of Brantford. A further nine universities and eight colleges are located within a 130 km radius.

Brantford is connected to Woodstock and London to the west and to Hamilton, Burlington, Oakville, Mississauga, and Toronto to the east by Highway 403. Cambridge and Kitchener-Waterloo are a short drive to the north on Highway 24. All of these cities are within easy commuting distance from the Brant region, whether by car, bus, or by VIA Rail daily train service. In addition, three major airports are located within 100 km of Brantford: Hamilton International (35 km), Pearson International (100 km), and Waterloo International (40 km).

Brantford is appropriately called the “Tournament Capital of Ontario”, home to many sporting events and a new 12-foot statue of Wayne Gretzky, and also hosts the annual Internal Villages Festival, which has been named one of the top 100 festivals in Ontario. Whether you want outdoor adventure, cultural experiences, fantastic family fun, sporting events or culinary delights, you can find it all in Brantford.

For More Information

For more information about this opportunity, please contact Casie FitzGibbon at the Brant Community Healthcare System via email at casie.fitzgibbon@bchsys.org or via telephone at 519-751-5544 ext. 5527. All enquiries will be held in strictest confidence.

Please note the deadline for submission March 31st, 2017. Candidates may send CV and covering letter to the above email address.