



NH BOARD DIRECTOR

Profile and Brief

THE ORGANIZATION

Our PURPOSE -- Extraordinary Caring. Every Person. Every Time.

Our VISION -- A Healthier Niagara

Our VALUES – Guide our decision-making and behaviours -- Compassion in Action, Driven by Optimism, Achieving Ambitious Results.

At Niagara Health (NH), we believe that every person in our region deserves to live every day of their life in the best health possible. As a community-based academic centre, our focus on teaching and learning, research, innovation and partnership propel us to continually improve care and make a difference in people's lives.

Our team is made up of more than 7,300 employees, physicians and volunteers who we count on us to deliver Extraordinary Caring. Every Person. Every Time. We provide a full range of acute care hospital services to the more than 450,000 residents across the Niagara region. Our Accreditation with Exemplary Standing is a clear demonstration of the team's commitment to the highest safety and quality standards.

NH is part of Ontario Health West, a region with broad boundaries, encompassing the former Hamilton Niagara Haldimand Brant Local Health Integration Network. Additionally, NH is one of more than 45 health care partners who comprise the Niagara Ontario Health Team - Équipe Santé Ontario Niagara (NOHT-ÉSON). The NOHT-ÉSON is committed to building a more integrated, inclusive and seamless health care system with a goal of improving the overall experience and health outcomes. Together, partners are working to create an inclusive, efficient health care system that integrates and streamlines the delivery of health care services, for the residents of Niagara.

NH works closely with academic partners including Brock University, McMaster University, and Niagara College to provide learning and education opportunities in several healthcare related fields. Additionally, NH offers many clinical placements across its sites and is proud to welcome thousands of students each year.

NH launched its new Strategic Plan for 2023-2028 entitled "Transforming Care". This Plan builds on our past planning with important input provided by NH team members, patient partners, healthcare partners, regional and community representatives, leadership and the Board of Directors. We are designing modern and co-ordinated care around the needs of patients and their caregivers. We are making it easier to access quality healthcare services that meet patient needs and improve their experiences and outcomes.

For more information about Niagara Health, please visit our website at: www.niagarahealth.on.ca

THE BOARD OF DIRECTORS

Oversight of Niagara Health is provided by a community-based, volunteer Board of Directors, which focuses on the effective and efficient delivery of healthcare services for the communities NH serves.

The Board of Directors has 15 elected Directors, plus 4 ex-officio members from the Executive Team and the Medical Staff. The opportunity to recruit new members enhances the overall skills and experience of the Board and promotes effective succession planning.

The by-laws can be found here: [Niagara Health Corporate By-Law](#)

The Board has the following roles:

- **Governance oversight** by monitoring and assessing NH's key processes and outcomes, with a view to continuous quality improvement to ensure the best quality of care for our patients and clients.
- Formulating NH's **strategic direction**, including vision, purpose, and key goals.
- Ensuring NH's **financial viability** and meeting its obligations in key Accountability Agreements.
- **Policy formulation** to provide guidance to those empowered with the responsibility to manage NH's operations.
- **Decision-making** by choosing from alternatives which are consistent with Board policies and that advance the purpose, vision, and values of NH.

The Board has the following responsibilities:

- As required, recruiting the President and CEO and the Chief of Staff/ Executive Vice-President (EVP), Medical Affairs.
- Ensuring executive performance management and succession planning.
- Ensuring the quality of clinical and operational performance.
- Ensuring NH's financial viability and meeting its obligations in Accountability Agreements with Ontario Health West and the Ministries of Health and Long-Term Care.
- Ensuring the Board's own effectiveness and efficiency.
- Building relationships and collaborative partnerships, internally and externally.

The Role of Individual Board Directors:

- Accountable for actions and fiduciary duties.
- Exercise of authority.
- Avoid conflicts of interest.
- Teamwork.
- Board solidarity and confidentiality in decision-making.
- Participation and regular attendance.
- Serve on Board Committees.

Key Priorities/Areas of Focus for Niagara Health/the Board for the next 3 to 5 years:

- Diversity, Equity and Inclusion is a strategic priority for NH. It is important that everyone who walks through our doors feels safe, valued and above all, cared for. Our purpose of Extraordinary Caring, for every person, every time calls for us to treat one another with dignity, respect, and compassion.
- Focus on high-quality safe care, access and capacity through designing modern and co-ordinated care around the needs of patients and their caregivers with a keen focus on the patient experience.
- The new hospital build in South Niagara is a significant priority and area of focus for the next 3-5 years; construction started in July 2023.
- Implementation of a new Health Information System that will have significant impact on culture and operations and require an organizational commitment to change management.
- Focus on financial stability and sustainability.
- Continue to focus on health system funding opportunities and a commitment to fundraising targets.
- Government/community relations and advocacy.
- Community partnerships to develop coordinated, integrated care for our patients.
- Workplace wellness and recovery.

Skills/Competencies and Experience Sought in Board Directors

- A commitment to act honestly and in good faith governing a high quality organization, acting in the best interests of our Corporation, patients and the communities served.
- Previous Governance and Board experience, with a preference for those with a professional Director designation.
- Previous executive leadership experience to help guide the organization through a transformational period by empowering the executive team and through direct leadership roles on the Board/Standing Committees.
- An understanding of and commitment to the Niagara Health Vision, Purpose, and Values.
- Commitment to governing in an environment that promotes a respectful culture and high-quality work-life balance.
- Independent critical thinking to lead and participate effectively in deliberation and group processes.
- Visionary and strategic thinker.
- Enthusiasm for the role and its demands, and a willingness to devote the time and effort required to be an effective Board Director, including participating in Board orientation, retreats and education sessions.
- Personal integrity, honesty, wisdom, and judgment, with a commitment to ethical standards and behaviour.
- Commitment to teamwork and demonstrated ability to work collaboratively and respectfully with the Board Chair, other members of the Board and the Executive Team.
- Respect for the responsibilities delegated by the Board to the President & CEO and Chief of Staff/ EVP, Medical Affairs, avoiding interference with these duties but insisting on accountability and reporting mechanisms for assessing the Corporation's performance, while ensuring compliance to applicable legislation, by-laws, and organizational policy.
- A commitment to diversity, inclusion and equity to ensure health equity for all populations and our hospital community.
- Working knowledge of Ontario's healthcare system and a commitment to comply with the Ontario Not for Profit Corporations Act and the Corporations Articles, By-Laws and policies.

To complement the skills and experience of our current Board, we are particularly interested in hearing from leaders currently working with marginalized and vulnerable populations in the social services sector. In addition, Human Resource experience would be considered an asset. Ideal candidates would be members of the Niagara community.

Niagara Health is participating in the federal government's 50 – 30 Challenge to increase diversity in positions of influence and leadership across our organization. The goal of the Challenge is to give all Canadians a seat at the table by improving access for members of equity-deserving groups including: women, Indigenous peoples, racialized persons including Black Canadians, people who identify as gender and/or sexually diverse, and or persons living with disabilities. For more information on the 50 – 30 Challenge, please visit: [The 50 – 30 Challenge: Your Diversity Advantage \(canada.ca\)](https://www.canada.ca/en/govcanada/50-30-challenge).

Application Process

If you are interested in serving on the Board of Niagara Health and believe your background and experience are a match, please visit NiagaraHealth.on.ca/BoardRecruitment to submit your application and curriculum vitae. The deadline to apply is August 23, 2024.

FREQUENTLY ASKED QUESTIONS

What are the expectations and responsibilities of Board Directors?

Full participation, good attendance, commitment to good governance, and a belief in the purpose and vision of Niagara Health.

What is the term of appointment?

Three years, renewable to a maximum of 9 years.

What is the compensation?

None. This is a volunteer Board. Travel expenses will be reimbursed.

What are the liabilities? Is there either statutory protection or Directors and Officers liability coverage for acts and omissions of Directors acting in good faith and honestly?

Directors are provided with an Indemnity Agreement outlining the coverage provided upon recruitment.

How much time is required of Board Directors on a monthly basis?

To fully contribute to the Board, a minimum time commitment of approximately 15-20 hours per month is anticipated. This encompasses two to three meetings per month (depending on Committee), including preparation time and travel. Additionally, depending on Committee or for leadership roles, attendance at one or more Standing Committees or special meetings may be required (usually less in summer months). There may also be the need for occasional individual contributions in areas of expertise.

When are the Board meetings?

The Board and Committee meet up to six (6) times per year unless a special meeting is required.

How much Board related travel is involved and to which locations?

Travel is modest – the primary meeting location is the St. Catharines Site, but may be held at other sites as determined by the Chair.