
Executive Transformation Lead(Job Id 8186)

Location: Peterborough

Category: Professional

Employment Type: Employee

Post Date: 03/10/2026

Close Date: 03/24/2026

Salary: 69.27-86.58 CAD

Description

Position:Executive Transformation Lead

Department:Peterborough Ontario Health Team

Position Status:Full Time Temporary

Temporary Contract End Date:March 2027

Union:Non-Union

Number of Positions:1

Location:Remote with onsite consultations at PRHC

Language:English

Peterborough Ontario Health Team (POHT)

OHTs, across the province are groups of health and community support service providers that are accountable for delivering coordinated care to a defined geographic population.

Peterborough OHT is comprised of 30 healthcare organizations, community support services, hospitals, home and community care providers, patient and family advocates, and primary care providers. POHT partner organizations share a common goal to break down barriers to provide better care for patients. By improving the transitions of care between agencies, patients will benefit from better patient and caregiver experience, better health outcomes, better value in efficiency and better provider experiences.

Peterborough OHT serves a catchment of approximately 300,000 people representing the diverse populations of Peterborough City and County – Asphodel Norwood, Cavan Monaghan, Douro Dummer, Havelock Belmont Methuen, North Kawartha, Otonabee South Monaghan, Selwyn & Trent Lakes, including Curve Lake First Nation and Hiawatha First Nation.

The PRHC Difference:

Peterborough Regional Health Centre (PRHC) is a regional hospital delivering acute healthcare to a rapidly growing population of more than 300,000 in Peterborough and the surrounding communities, including the First Nations of Curve Lake, Hiawatha and Alderville.

With an annual budget of nearly \$390 million, and a proud local history extending back over a century, PRHC has nearly 500 inpatient beds and offers a wide range of services, including specialized programs in renal, stroke, cardiac, cancer care, vascular surgery and mental health & addictions.

PRHC is located in Peterborough, Ontario, Canada a 90-minute drive north-east of Toronto. We are the region's largest employer with more than 3,100 staff, 450 physicians with privileges, and a core group of 250 volunteers

As a member of the PRHC team, you will be part of an exceptional working environment – a forum to share knowledge, to lead and learn, to develop talents, relationships and careers, and a culture that recognizes and celebrates the efforts and achievements of its people.

PRHC is proud to be recognized as one of the top 20 employers nationwide in the healthcare and social services category, and 199

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overall among 300 Canadian employers across all sectors, on the Canada's Best Employers list released by Forbes in 2025.

Top Benefits and Perks:

- Vacation and Benefits
- Pension program with matching employer contribution
- Health and Wellness programs (gym and yoga memberships, travel discounts, etc.)
- Learning fund for educational development

HOURS OF WORK:

The stated hours of work are approximate as schedules are subject to change with the operational needs of the Health Centre. Changes made to hours of work will follow the terms of the applicable collective agreement, company policy and/or legislation.

Approximate # of hours:37.5

Type of Shifts:Days, Monday to Friday

WHAT YOU'LL DO:

Peterborough OHT is seeking a results-oriented, enthusiastic, and passionate leader who will lead our OHT towards healthcare system transformation. The ideal candidate is a system's thinker, comfortable navigating ambiguity, and creating the structures necessary for successful planning and implementation during a time of significant system change. This leader must have exceptional interpersonal communication skills that will ensure our diverse OHT partners, including lived experience partners and primary care partners are central to planning and decision-making.

The Executive Transformation Lead will provide the overall strategic, operational and administrative leadership of the Peterborough OHT. Building on the existing POHT successes and initiatives underway to improve integrated care and healthcare transformation in our OHT, the Executive Transformation Lead will oversee and support all aspects of the development, implementation and growth of the OHT, providing operational and project management oversight to all POHT initiatives; and ensuring compliance with the terms of the funding agreements by ensuring sound management of resources and working with POHT partners to achieve the results of the initiatives in accordance with the agreements.

Reporting to the Peterborough OHT Steering Committee and working with a wide range of partners and stakeholders to meet the OHT's, Ontario Health (OH) and Ontario Health East (OHE) timelines and deliverables, this role will oversee the implementation of an ambitious healthcare transformation within our catchment that will lead to:

- Person-centred, equitable and inclusive healthcare and community support services
- A full and coordinated continuum of care for our many and diverse populations
- 24/7 access to coordination of care and system navigation
- Access to digital tools, including virtual care and online health records
- Performance metrics across a standardized framework linked to the Quintuple Aim

WHAT YOU'LL BRING:

- Master's degree in a health profession, health administration or business administration
- Minimum of 5 years of experience working in a healthcare or community support services setting
- Project management training is an asset
- Population health experience an asset
- Excellent communication skills (verbal and written)

Knowledge

- Knowledge of strategic planning and project management principles
- In depth knowledge of the Ontario Health Team model and knowledge of the regional context
- In depth knowledge of Ontario's healthcare system and healthcare administration and the community support services sector
- Knowledge of population health management approaches
- Knowledge of PHIPA, data sharing agreements and privacy frameworks

Skills and Experience

- 5+ years of demonstrated experience leading projects within the healthcare system, including health system integration projects, and managing project and operational budgets
- Proven track record of being able to deliver on organizational targets
- Proven track record of working cross-collaboratively with groups to align approaches with other areas of work
- Proven track record of developing effective and collaborative working relationships with diverse stakeholders across health care sectors
- Committed to advancing health equity with demonstrated ability to identify and respond to the needs of diverse communities
- Excellent interpersonal skills, able to communicate effectively and concisely, both orally and in writing, including effective presentation skills
- Proficient in conflict management and strong mediation skills in working with partners
- Ability to actively engage in the identification and use of health-related data to support planning
- Outstanding change management and transformational leadership skills
- Strong understanding of system integration, population health and health equity
- Demonstrated experience managing a staff team
- Excellent problem-solving skills, negotiation, issues management, decision making and analytical skills
- Strong ability to synthesize complex information and data
- Experience in leading stakeholder engagement across a range of sectors in health and social services, and building strong strategic and productive relationships
- Quality improvement skills
- Self-starter, with outstanding customer service who can work effectively within a team environment as well as independently

Additional Requirements

- Valid Ontario Driver's License with access to own vehicle. Travel may be required throughout the Peterborough OHT region with occasional travel to major centers

OUR COMMITMENT:

At PRHC, we take great pride in maintaining an inclusive culture of respect and a diverse workforce that reflects the community we serve. We do this because we understand that bringing different perspectives and backgrounds to the fulfillment of our mission, vision and values makes us better.

We invite all interested individuals to apply and encourage applications from members of all equity-deserving communities, including those who identify as Indigenous, black, racialized, women, people with disabilities and people with diverse gender identities, expressions, and sexual orientations. Even if your past experience doesn't quite align with every qualification on this position, we still encourage you to apply as you may be the right candidate for another role within our organization.

Peterborough Regional Health Centre is committed to creating and maintaining an inclusive and accessible environment that is in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). Should you require accommodation through the recruitment and selection process, please notify us by indicating this on your application form and upon initial contact by our recruitment team. This will ensure that we can tailor the recruitment process to meet your accommodation needs.

Thank you for your interest in the opportunity at PRHC. If you are selected to move forward in the recruitment process, you will be contacted by a member of the Talent Acquisition team.