



E-niigaanzid (Chief Executive Officer)

Primary Location:	Shkagamik-Kwe Health Centre, Sudbury, Ontario
Service Locations:	Sudbury and Cochrane, Ontario, including Sweetgrass Health Centre
Reports to:	Board of Directors
Position Status:	Permanent, Full-Time Executive Position
Salary Range:	\$170,786 – \$202,852 annually

About Shkagamik-Kwe Health Centre

Shkagamik-Kwe Health Centre (SKHC) is an Anishinaabek-led Indigenous health and wellness organization dedicated to improving the health and well-being of Indigenous individuals, families, and communities. For nearly 30 years, SKHC has provided culturally grounded, holistic, and community-driven care that brings together Indigenous knowledge and traditional healing with primary health care, mental wellness, health promotion and prevention, cultural programming, and community supports. Headquartered in Sudbury, SKHC also operates Sweetgrass Health Centre in Cochrane and works in partnership with First Nations, Indigenous communities, and health-system partners across Northeastern Ontario.

The Opportunity

Reporting to the Board of Directors, the E-niigaanzid (Chief Executive Officer) provides strategic, cultural, organizational, and operational leadership across SKHC and its service locations. The E-niigaanzid (CEO) is accountable for advancing SKHC's mission and strategic direction while ensuring strong organizational performance, financial sustainability, quality of care, and accountability to the Indigenous individuals, families, and communities served. The Board is seeking a collaborative, values-driven leader who will strengthen relationships, guide organizational growth, and ensure SKHC continues to provide culturally grounded, holistic, and community-responsive care.

Key Responsibilities and Accountabilities

The E-niigaanzid (CEO) is responsible for:

- **Strategy and Governance:** Work with the Board to establish strategic direction, translate priorities into measurable organizational objectives, and report regularly on performance, finances, risks, and emerging issues.
- **Financial and Operational Accountability:** Oversee operating and capital budgets, financial controls, audits, funding agreements, and regulatory compliance, ensuring responsible stewardship of SKHC's resources.

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- **People and Organizational Leadership:** Lead and hold accountable the senior leadership team, establish clear roles and performance expectations, and foster a culturally safe, respectful, psychologically healthy, and accountable workplace. Support Indigenous employment, mentorship, leadership development, workforce planning, and succession planning.
- **Indigenous Leadership and Community Accountability:** Ensure Indigenous culture, knowledge, values, and community priorities are reflected in organizational decisions, programs, services, and partnerships. Maintain meaningful relationships with Elders, Knowledge Keepers, First Nations, Indigenous organizations, clients, families, and communities.
- **Quality and Service Delivery:** Ensure programs and services are safe, accessible, culturally grounded, wholistic, client-centred, and responsive to community needs, with appropriate systems for quality improvement, client safety, privacy, and professional accountability.
- **Sweetgrass and Multi-Site Leadership:** Provide executive oversight of SKHC's Sudbury and Cochrane operations, including Sweetgrass Health Centre, ensuring effective local leadership, staffing, financial oversight, organizational alignment, and a regular leadership presence in Cochrane.
- **Risk and Organizational Systems:** Ensure effective organizational systems, controls, and risk-management practices are in place to support safe, compliant, and sustainable operations, including appropriate stewardship of Indigenous knowledge and data consistent with Indigenous data sovereignty and applicable OCAP® principles.
- **Partnerships and Advocacy:** Build and maintain strategic relationships with communities, governments, funders, and health-system partners and advocate for Indigenous health equity, self-determination, and culturally grounded models of care.
- **Growth and Sustainability:** Identify and advance opportunities for sustainable funding, partnerships, service development, innovation, and organizational growth that respond to community needs and support SKHC's long-term sustainability.

The E-niigaanzid (CEO) is accountable to the Board of Directors for the overall performance, integrity, and sustainability of SKHC and for ensuring the organization fulfills its strategic, legal, financial, funding, and community responsibilities.

Qualifications and Experience

The successful candidate will bring a combination of senior leadership experience, education, Indigenous knowledge, cultural experience, and community connection, including:

- Significant progressive senior leadership or executive experience in Indigenous health, primary care, community health, mental wellness, social services, or a comparable organization.
- Experience working effectively with a governing Board and leading within a multidisciplinary, publicly funded, community-serving organization.
- Strong financial, operational, human resources, governance, and risk-management capabilities.

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- Demonstrated knowledge of Indigenous health and wellness, cultural safety, anti-Indigenous racism, trauma-informed practice, and Indigenous approaches to healing.
- Demonstrated ability to build respectful relationships with Indigenous communities, Elders, Knowledge Keepers, governments, funders, health professionals, and community partners.
- Experience leading organizational change, workplace culture, service development, and organizational growth.
- Strong communication, relationship-building, decision-making, negotiation, and conflict-resolution skills.
- Knowledge of Ontario's health-care system and Indigenous health landscape.
- Ability and willingness to travel regularly between Sudbury and Cochrane and to other communities as required.

A graduate degree in a relevant discipline is preferred. A combination of formal education, Indigenous knowledge, cultural experience, community leadership, and executive experience may be considered equivalent. The ability to communicate in Anishinaabemowin or French is an asset.

Compensation

The salary range is \$170,786 to \$202,852 annually, commensurate with qualifications and experience. SKHC also offers a comprehensive executive compensation package, including benefits, HOOPP pension, paid time off, and professional development support.

Equity and Accessibility

SKHC is committed to a fair, accessible, culturally appropriate, and inclusive recruitment process. Accommodation will be provided throughout the recruitment and selection process in accordance with applicable human rights and accessibility legislation.

Artificial Intelligence Disclosure

Shkagamik-Kwe Health Centre does not use artificial intelligence to screen, assess, or select applicants for this position. This recruitment is for an existing full-time executive vacancy.

How to Apply

Interested candidates are invited to submit a cover letter and résumé outlining their qualifications, leadership experience, and alignment with SKHC's mission and values. Please submit applications in confidence by **October 16, 2026** to the Board Chair at bodhr@skhc.ca with the reference “**E-niigaanzid (Chief Executive Officer)**” in the subject line.

We thank all applicants for their interest. Only candidates selected for further consideration will be contacted. All applications will be treated in confidence.

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