E-nangaabe-jig Health Services

275 Wellington St
Sarnia, ON
N7T 1H1

Lead the future of Indigenous primary healthcare.
Support communities. Strengthen wellness. Honour culture.

Executive Director

Job Posting: Adm-001

Position Type: Full Time | Permanent

Reports to: E-nangaabe-jig Health Services Board of Directors

Location: Main Clinic Location in Sarnia, ON. Occasional travel to various locations in Bkejwanong (Walpole Island), Aamjiwnaang, and Kettle and Stony Point First Nations

Salary Range: $ 43.59- $49.43 / hour ($85,000-96 to $96,387.00/ year)

Position Overview

Reporting to the Board of Directors of E-Nangaabe-jig Health Services, the Executive Director (ED) provides visionary, strategic, and operational leadership for the organization, with a focus on the intersection between Western medicine with Indigenous culture, teachings and traditions, including Traditional and Cultural healing practice and medicines. This critical role is responsible for advancing the organization's mission to deliver culturally grounded, community-led, wholistic primary healthcare services for Indigenous peoples across Lambton County.

The Executive Director works collaboratively with Indigenous communities, local healthcare, social service, mental health and addictions partners, Elders, Knowledge Keepers, and staff to strengthen health outcomes while honouring Indigenous ways of knowing, being, and healing.

In this role, the Executive Director will work closely with the Board of Directors to ensure the organization operates with strong governance, financial stewardship, culturally safe care, and community accountability, while advancing Indigenous health sovereignty and self-determination.

Key Responsibilities

Strategic Leadership

- Implement the strategic direction established by the Board of Directors.
- Advance the organization's mission, vision, and long-term strategic goals.
- Identify emerging opportunities to strengthen Indigenous primary healthcare services and partner across communities.
- Foster innovation in culturally responsive healthcare delivery models.
- Work collaboratively with Ontario Health and the Ministry of Health to promote wellness, provide exceptional healthcare and partner with organizations to provide comprehensive programming

across First Nation communities and to the Urban Indigenous peoples of Sarnia and Lambton County.

Community Engagement

- Strengthen respectful relationships with Indigenous communities, leadership, Elders, and Knowledge Keepers.
- Ensure programs and services reflect community priorities, needs and cultural values, while meeting all applicable funding requirements.
- Support Indigenous self-determination in healthcare planning and delivery.
- Ensure co-design of programs with community members with lived experiences.
- Promote culturally safe and trauma-informed care practices across the organization and its programs.

Organizational Leadership

- Provide leadership and mentorship to staff across clinical, administrative, and community health teams.
- Foster a workplace culture rooted in respect, collaboration, accountability, rooted in Indigenous values and ways of knowing,
- Oversee recruitment, retention, and professional development of staff.
- Support interdisciplinary team-based care models.
- Visible and inspirational, capable of mobilizing teams to take on significant challenges and opportunities to transform the care delivered to Indigenous peoples both in their communities and in Urban centres.
- Knowledge of local history, dynamics and culture of the First Nations communities and territories within Lambton County.

Operational Oversight

- Ensure effective operations of clinical, urban and community health programs and programming.
- Monitor performance indicators and service outcomes, providing all reporting identified to the Ministry of Health and Ontario Health as set out in Transfer Payment Agreements.
- Ensure compliance with funding agreements, legislation, and regulatory requirements.
- Oversee risk management, quality improvement, and patient safety initiatives.
- Conduct regular staff meetings to discuss program implementation and service delivery.
- Promote a culture of learning across teams, providing space for Quality Improvement with new programming.
- Provide mentoring, guidance and professional development planning with staff across teams and the organization.

Financial Stewardship

- Oversee organizational financial management, budgeting, and reporting, providing regular reports to the Board of Directors.
- Ensure responsible stewardship of public and community resources.

- Identify new funding opportunities and partnerships to support service expansion.
- Work with the Board to ensure financial sustainability.
- Prepare grant proposals to continue fostering growth of the E-nangaabe-jig suite of services and programs.
- Work with local Ontario Health Teams to leverage programming, funding and opportunities for collaboration across Lambton County.

Partnership and System Leadership

- Build strong relationships with health system partners including:
    - Indigenous health organizations
    - Ontario Health Teams
    - Hospitals
    - Community organizations
    - Ontario Health and Ministry of Health
- Advocate for equitable healthcare services and improved health outcomes for Indigenous populations.
- Represent the organization in regional and provincial healthcare planning initiatives.

Governance Support

- Provide strategic advice and operational support to the Board of Directors.
- Ensure clear communication between Board and the Administration/management of E-nangaabe-jig Health Services.
- Provide clear updates on funding, governance challenges, issues in a timely manner.
- Support Board committees and governance processes.
- Implement Board policies and decisions.

Qualifications

Education

- Undergraduate degree in Health Administration, Public Health, Business Administration, Social Work, or related field, or equivalent combination of education and experience.
- Post Graduate/Masters level degree is an asset.
- Indigenous Cultural Safety training required.

Experience

- Minimum 5-7 years of progressive leadership experience in healthcare, community health, or Indigenous health organizations.
- Demonstrated experience working in allyship with Indigenous communities, organizations, or governments.
- Experience managing multi-disciplinary teams and healthcare programs.
- Experience working with Boards of Directors and formal governance structures.

- Project Management experience is an asset.

Knowledge & Skills

- Strong understanding of:
  - Indigenous health and social determinants
  - Cultural safety and trauma-informed care
  - Indigenous governance and community engagement
  - Provincial and federal funding
  - Ontario Health Teams and community health programming
- Knowledge of Canadian healthcare systems and Indigenous health policy.
- Strategic planning and organizational leadership experience.
- Financial management and funding agreement oversight.
- Excellent relationship management and communication skills.

Preferred Qualifications

- Lived experience as a member of an Indigenous community.
- Experience working in Indigenous primary healthcare models (e.g., community health centres, Indigenous health authorities, access centres).
- Knowledge of Indigenous traditional healing practices and culturally grounded care models.

Core Leadership Values

The Executive Director will demonstrate:

- Respect for Indigenous cultures and knowledge systems
- Commitment to reconciliation and health equity
- Collaborative and relational leadership
- Transparency and accountability
- Community-centered decision making with a focus on co-designed programs

Compensation

Competitive compensation package including:

- Salary commensurate with experience
- Employer Paid comprehensive benefits
- Additional Mental Health Supports
- Pension participation (HOOPP)
- Professional development opportunities

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Equity and Indigenous Hiring Commitment

This organization is committed to Indigenous leadership and self-determination in healthcare – Indigenous Health in Indigenous hands. Preference will be given to qualified First Nations, Inuit, and Métis applicants.

Applicants are encouraged to self-identify their application.

How to Apply

Interested candidates are invited to submit:

- Cover Letter
- Resume/CV
- Three professional references

Applications can be submitted to: hr@iphcc.ca

Application Deadline: November 20th, 2026

AI-Assisted Content Disclaimer: This job posting was developed with the assistance of artificial intelligence (AI) to support drafting and improve clarity. The content has been reviewed, edited, and approved by our organization to ensure it accurately reflects the position, our values, and our commitment to providing culturally safe, community-centered primary healthcare services.

E-nangaabe-jig Health Services is an equal opportunity employer and we will accommodate your needs under the Human Rights Code. Upon individual request hiring practices will be modified to remove barriers to accommodate those with disabilities. If you require any accommodations to fully and fairly participate in the application, interview or selection processes, please contact Jillian Mullins at (519-328-2075) or (E-nangaabe-jig@sarnialambtonoht.ca) and we will endeavor to provide a suitable accommodation in a manner that takes into account your accessibility needs.

We thank you in advance for your interest in E-nangaabe-jig Health Services, however, only those applicants selected for an interview will be contacted. Any offers of employment to prospective employees are conditional upon successful completion and disclosure of a Police Records/Vulnerable Sector check.

Disclaimer

The information contained on this website is provided for general informational purposes only. All employment opportunities posted through the E-nangaabe-jig Health Services recruitment system are subject to the specific qualifications, skills, experience, and requirements outlined for each position.

Position requirements are established by the hiring department or program area within E-nangaabe-jig Health Services and are subject to all applicable employment legislation, regulations, and workplace requirements.

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This includes any relevant authorization to work in Canada and compliance with applicable government policies and legal obligations.

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As an organization dedicated to providing culturally safe, inclusive, and equitable Indigenous primary health care services, E-nangaabe-jig Health Services is an equal opportunity employer. We welcome applications from qualified individuals of all backgrounds and encourage First Nations, Inuit, and Métis candidates to apply.

The information contained on this site is provided for informational purposes only and should not be interpreted as legal advice or relied upon for legal purposes.