



Are you a collaborative, compassionate and dynamic leader? Ready to lead a group of dedicated direct support and clinical professionals? Looking to join a progressive, not for profit agency that makes a difference every day to help adults with disabilities live their best lives?

Come join us as the Chief Operating Officer at Pathways to Independence!

Pathways to Independence provides supportive housing options, day and recreation programs, psychiatric counselling, behaviour therapy, court and justice related services and short-term respite to adults with an acquired brain injury/developmental disability, who may also have complex needs.

The Chief Operating Officer (COO) provides strategic direction and operational oversight/direction to all services, programs and supports to persons served aligned with the vision, mission and guiding principles of Pathways and in support of the agency's strategic plan.

The COO develops, ensures the implementation, evaluation and continuous improvement of the clinical, residential, program and forensic services and supports to persons served by Pathways to Independence. The incumbent provides leadership and direction to the Clinical, Intake & Client Service Management teams and employees to meet the objectives of the department and ensures the agency is compliant with all legislative and regulatory requirements.

The COO liaises with Ministry partners and related external stakeholders to develop and promote Pathways services and supports to ensure the continued growth of the agency and build upon its reputation as a leading provider of services and supports to the people we support. The incumbent reports to the Chief Executive Officer and acts as her designate in her absence.

Pathways offers a competitive compensation package including a benefit and pension plan. The head office is located in Belleville Ontario, and also offers supports and services in the Ottawa Region. Learn more about Pathways to Independence and how you can help people to live their best lives by visiting our website at www.pathwaysind.com.

If you have at least 5 years of experience in a senior level human services management role, a degree or diploma in Social Sciences, Business, Human Services or a related field and are interested in learning more about this exciting leadership position, please send a cover letter expressing your interest, salary expectations and your resume to Bruce Swan at bhsinspiredleaders@gmail.com by September 14, 2021.

We thank all applicants, but only those selected for an interview will be contacted. In accordance with the Freedom of Information and Privacy Act, personal information is collected and will only be used for the purpose of candidate selection. Pathways is committed to an inclusive, barrier-free selection process. If contacted regarding this competition, please advise Human Resources of accommodation measures you may require during our selection process. Information received relating to accommodation needs of applicants will be addressed confidentially.