



## Director, Collective Impact

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### OHTN OVERVIEW

The Ontario HIV Treatment Network (OHTN), established in 1998, is a nonprofit organization with a mission to improve the health and lives of people living with and at risk of HIV by using data and evidence to drive change. We work with three main types of partners—1) testing programs and clinics; 2) AIDS service and other community-based organizations; and 3) policy and system leaders within and beyond the health sector—support the implementation of the HIV/AIDS Strategy to 2026 for Ontario.

Our work is guided by our new Strategic Directions through 2026:

- Gather and analyze data on the HIV epidemic and HIV programs and services
- Conduct targeted high-impact research
- Support the use of the best available data and research evidence
- Help create the backbone for collective impact in the HIV sector

We use four criteria to guide our investments and involvement: 1) relevance, impact-focus and efficiency; 2) context-sensitivity, good value for money and sustainability; 3) feasibility, appropriateness and altruism; and 4) OHTN research accord adherence.

The OHTN provides a welcoming and accessible environment, which encourages initiative, cross-functional team work, knowledge-sharing and collaborative problem solving to drive excellence.

### POSITION OVERVIEW

The Director of Collective Impact, reporting to the Executive Director, will work collaboratively with the Directors of Data Impact and Research Impact to prioritize, promote, and support the use of data and research evidence that can be used to drive change. The Director of Collective Impact will lead the OHTN in its role as a backbone organization and is responsible for:

- Collaborating with our three types of partners—1) testing programs and clinics; 2) AIDS service and other community-based organizations; and 3) policy and system leaders within and beyond the health sector—a collective impact approach to the complex social issues driving HIV
- working with our three types of partners to pilot and scale-up evidence-based interventions (i.e. incubator projects) to bridge gaps in the prevention, engagement and care cascade and/or improve the health of populations most affected by HIV
- working closely with other provincial HIV organizations (i.e. members of HIV Resources Ontario) to enhance workforce capacity and improve the quality and consistency of programs and services
- facilitating effective partnerships among organizations in the HIV sector and in the broader health and social services sectors to ensure that HIV data and evidence are used to drive change

The Director oversees three multi-disciplinary areas: testing and clinical care initiatives, ASO and community initiatives, and policy and system initiatives. The Director also interacts with all key areas of the organization to ensure a truly integrated approach to achieving collective impact.

## **RESPONSIBILITIES**

### **Implement a Collective Impact Approach to HIV**

- Establish an evidence-based approach to identifying issues, populations and partners that would benefit most from a collective impact strategy
- Work with partners to develop a model of collective impact that is best suited to the short and long-term goals of both the OHTN strategic plan and the HIV/AIDS Strategy to 2026 for Ontario
- Lead the development and implementation of an evidence-informed framework to evaluate the effectiveness of OHTN's backbone role and its collective impact approach
- Keep abreast of current trends in the field of collective impact
- Provide capacity development opportunities (e.g., workshops, webinars) to promote knowledge and skills in collective impact theory and practice, both internally and externally
- Develop, coach and mentor staff within the collective impact team

### **Pilot and Scale-up Evidence-based Interventions (incubator and spread projects)**

- Identify opportunities for front-line and system-level changes and actions (e.g. policies, programs, resources, supports) to remove barriers to the effective coordination and delivery of HIV programs and services
- Identify and support pilots of promising evidence-based "incubator" interventions, focusing on those with potential to improve prevention, engagement and care services in Ontario settings
- Work with our three partner groups to support scale-up and sustainability of effective interventions

### **Enhance HIV Workforce Capacity and Improve the Quality and Consistency of HIV Programs and Services**

- Oversee evidence-based strategies to promote consistent use of clinical guidelines
- Oversee efforts to develop common service standards for Ontario ASOs
- Work with partner organizations to identify training and capacity-building and workforce needs and develop appropriate education programs or funding opportunities

### **Facilitate Partnerships within the HIV Sector and across the Broader Health and Social Service Sectors**

- Cultivate effective partnerships and working relationships with all relevant health and social policymakers and stakeholders (i.e. testing sites and programs, clinics and clinicians, community-based HIV organizations, local public health units and Public Health Ontario, Local Health Integration Networks, the Ontario Ministry of Health and Long-Term Care and other relevant ministries, and a diverse range of stakeholders across multiple sectors, including mental health, addictions, housing and social services) in a way that inspires collective action
- Develop and maintain excellent relationships with stakeholders to identify priorities, build understanding and develop collaborative approaches to collective impact (e.g. common agenda, measuring results, plan of action that coordinates mutually reinforcing activities, and open and continuous communication)
- Build OHTN's identity as a respected, neutral convener and backbone among a broad spectrum of stakeholders

## KNOWLEDGE AND EXPERIENCE

- Master's degree or equivalent experience in a field related to achieving collective impact and/or the organization and delivery of health and social services
- Demonstrated success in driving change
- A minimum of 7 years progressive experience within the non-profit, public or another relevant field
- A strong understanding of collective impact theory and/or other social innovation and community mobilization models
- Demonstrated experience and success in:
  - project planning, management and facilitation
  - supporting multi-sector collaborations
  - working with government
  - engaging diverse partners at multiple levels to achieve measureable results
- Thorough understanding of:
  - current HIV policy and service issues and trends
  - key stakeholder groups in Ontario and their mandates as they relate to the development of a provincial collective impact HIV strategy
  - evidence-based strategies to effect organizational, community and system-level changes
- Strong problem-solving, decision-making and project management skills
- Ability to manage numerous and shifting priorities
- Excellent people skills with demonstrated strong written and oral communications skills

Deadline: Open until the position is filled.

To apply, please send your resume and a cover letter explaining why you are interested in and qualify for this position via email to [careers@ohln.on.ca](mailto:careers@ohln.on.ca) with "DIRECTOR, COLLECTIVE IMPACT" in the subject line. We will contact you within three weeks of receiving your application to let you know if you have been selected to move forward in the process. We thank all applicants for their interest but will not be contacting those individuals who are not selected for further consideration.

The Ontario HIV Treatment Network is committed to employment equity and to the greater involvement and meaningful engagement of people living with HIV/AIDS ([GIPA/MIPA](#)) in all that we do. We encourage applications from persons living with HIV/AIDS and culturally diverse backgrounds to join our team.

*At the OHTN, we are committed to fostering an inclusive and accessible environment. OHTN is committed to providing accommodations in all parts of the hiring process. If you require an accommodation, we will work with you to meet your needs.*