



SENIOR DIRECTOR, HEALTH EQUITY

Reports to:	Chief Executive Officer
STATUS:	Permanent, Full-time
Location:	1300 Yonge Street, Toronto, ON (Hybrid)
Salary Range:	\$130,000 – \$145,000
Vacancy type:	New Position
Employee Group	Exempt

ABOUT US

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 — to support the implementation of the provincial HIV strategy, priorities, and directions.

ABOUT THE ROLE

The Senior Director, Health Equity provides strategic leadership for the design, implementation, evaluation, and continuous improvement of health equity initiatives and system transformation priorities across the OHTN. Reporting to the CEO, the role is responsible for advancing equitable access, outcomes, experiences, and system performance for diverse populations living with HIV across Ontario through the OHTN program plan, priorities and action plans.

As a strategic advisor to executive leadership, this position leads transformational HIV initiatives that address systemic inequities and improve health outcomes for historically underserved, marginalized, and equity-deserving populations, and collaborates extensively with interest holders, health service providers, Indigenous partners, community organizations, clinicians, researchers, and the Diversity, Equity and Inclusion Advisory Council to embed equity, anti-racism, reconciliation, accessibility, GIPA-MEPA, and culturally safe practices into policy, planning, funding, and care delivery.

JOB RESPONSIBILITIES

Strategic Leadership & System Transformation

- Lead the development and execution of the OHTN DEI and Anti-Racism Accountability Framework, alongside provincial health equity and transformation strategies aligned with OHTN priorities for people living with HIV.
- Refine organization-wide frameworks, priorities, performance indicators, and accountability mechanisms related to health equity and population health outcomes informed by community partners and interest holders.
- Works closely with Sr. Leadership to drive transformation initiatives in OHTN program and research areas with a focus on:
 - Integrated care delivery
 - Population health
 - Social and structural determinants of health
 - Community-based responses
 - Digital health equity

- Access and navigation improvements
- Indigenous health and reconciliation
- Anti-racism, anti-oppression and inclusion
- Provide strategic guidance on policy reform, system redesign, and change management initiatives.
- Identify emerging trends, evidence, and best practices in health equity, public health and health system transformation.
- Champion innovation and continuous improvement methodologies to enhance care access, quality, efficiency, and outcomes for people living with HIV in Ontario.

Equity, Inclusion & Reconciliation Leadership

- Advance organizational commitments related to equity, diversity, inclusion, accessibility, and anti-racism.
- Ensure equity impact assessments are integrated into planning, policy development, procurement, funding decisions, and program evaluation.
- Lead new and support existing initiatives to identify and reduce systemic barriers affecting underserved populations.
- Promote culturally responsive, trauma-informed, and person-centered approaches across the HIV sector.
- Establish meaningful partnerships with Indigenous communities, African, Caribbean and Black communities, equity-deserving groups, and community-based organizations.
- Support collection and ethical use of disaggregated demographic and race-based data to inform policy and program decisions.

Interest Holder Engagement & Partnerships

- Sustain strategic partnerships across the health, social and community services sector, HIV sector, researchers, academics and clinicians.
- Facilitate multi-sector collaboration to address complex health and social issues.
- Represent the organization in provincial and national committees, working groups, and external forums.
- Lead consultation and engagement processes with internal and external interest holders.
- Foster collaborative relationships that support shared accountability and measurable outcomes.

Program & Operational Leadership

- Oversee the planning, implementation, monitoring, and evaluation of strategic transformation initiatives, the OHTN DEI and ARAO Action Plan, and related programs.
- Ensure alignment of initiatives with provincial legislation, standards, accreditation requirements, and organizational priorities.
- Monitor program performance, risk, budgets, timelines, and deliverables.
- Lead change management strategies to support adoption and sustainability.
- Ensure integration of evidence-based practices and quality improvement methodologies.
- Support the development of equity-focused performance measurement and reporting frameworks.

People Leadership

- Lead and mentor a multidisciplinary team.
- Foster a high-performing, inclusive, collaborative, and psychologically safe work environment.
- Build organizational capacity in equity-informed leadership, system transformation, and change management.
- Promote employee engagement, learning, and leadership development.

- Manage workforce planning, succession planning, and performance management activities.

Data, Evaluation & Performance Measurement

- Lead development of equity-related indicators, dashboards, and evaluation frameworks.
- Analyze population health, utilization, access, and outcome data to identify inequities and opportunities for improvement.
- Support evidence-informed decision-making through research, analytics, and jurisdictional scanning.
- Monitor progress against strategic priorities and provincial targets.
- Serve as a strategic advisor across OHTN's Operations, Programs, and Science portfolios, supporting alignment between DEI initiatives and their implementation, and drawing on insights from practice to help inform organizational priorities and future directions.
- Prepare executive briefings, reports, presentations, and recommendations for senior leadership, Board of Directors, and interest holders.

Working Requirements

- Work in-office a minimum of three (3) days per week (hybrid).
- Flexibility to work some evenings and weekends, particularly around major events and conferences.

ABOUT YOU

Education

- Master's degree in Health Administration, Public Health, Health Policy, Business Administration, Social Sciences, Public Administration, or related field / equivalent experience required.
- Doctoral degree considered an asset.
- Additional certification in change management, quality improvement, Lean, project management, or equity/inclusion practices is an asset.

Experience

- 10–15+ years of progressive leadership experience in healthcare, public sector, health policy, population health, or system transformation environments.
- Significant senior leadership experience leading large-scale transformation initiatives within complex healthcare systems.
- Demonstrated experience advancing health equity, anti-racism, accessibility, Indigenous health, and inclusion initiatives with a focus on HIV, an asset.
- Experience working with government, healthcare organizations, community agencies, and cross-sector partnerships.
- Strong understanding of the Canadian and provincial healthcare landscape, legislation, and funding structures.
- Experience managing large operational and/or strategic portfolios and budgets.
- Experience leading organizational change and stakeholder engagement in politically sensitive environments.
- Demonstrated knowledge and experience managing and leading in a unionized environment.
- Fluency in French and other languages is an asset.
- Lived experience with HIV is an asset.

Knowledge, Skills & Competencies

Strategic & Leadership Competencies

- Exceptional strategic thinking and systems leadership capabilities.

- Strong political acuity and ability to navigate complex stakeholder environments.
- Proven ability to influence executive leaders and drive organizational change.
- Demonstrated commitment to equity, inclusion, reconciliation, and social justice principles.
- Strong organizational development and transformation leadership skills.

Interpersonal & Communication Skills

- Exceptional relationship-building and collaboration skills.
- Excellent facilitation, negotiation, and conflict resolution abilities.
- Superior written and verbal communication skills.
- Ability to communicate effectively with executives, clinicians, government officials, and community partners.
- Demonstrated ability to lead through influence in matrixed environments.

WHY WORK WITH OHTN

- **Defined Benefit Pension (HOOPP)**

Eligible employees can participate in the Healthcare of Ontario Pension Plan (HOOPP), a defined benefit pension plan that provides predictable retirement income for life. Eligibility begins on your date of hire as a full-time employee.

- **Benefits and Wellness**

Employees and their eligible dependents have access to a comprehensive employer-paid benefits program, including extended health, dental, and life insurance, health & wellness spending, and a 24/7 Employee Assistance Program (EAP).

HOW TO APPLY

If you are interested in this position, please submit your application via e-mail to careers@ohtn.on.ca

- Please use “**2026.12 – Senior Director, Health Equity**” as the subject line
- Your cover letter and resume should be attached as a single PDF file

Application Review: We will be reviewing applications on a rolling basis beginning July 30, 2026

We would like to thank all applicants in advance for their interest in the OHTN, but only candidates receiving serious consideration will be contacted. No phone calls or agencies please. For pay transparency, the posted range reflects the full salary band for the role. Starting salary will be determined based on experience, qualifications, and internal equity.

Artificial intelligence may be used in the screening of applications.

We welcome those who strive to understand and appreciate the diversity of our network, population, and community. Committed to Anti-Racism and Truth & Reconciliation efforts, the OHTN is dedicated to treating everyone respectfully and fairly. We are also committed to the greater involvement and meaningful engagement of people living with HIV/AIDS (GIPA/MEPA) in all that we do. We welcome applications from persons living with HIV/AIDS and from diverse backgrounds – no matter their race, ethnicity, sex, gender identity and expression, sexual orientation, nationality, socioeconomic status, religion, caste, language, age, and health or other status – to join our team.

We continuously act to implement our Anti-Black Racism and Truth & Reconciliation plans and our DEI policy, fostering equitable, inclusive and accessible processes throughout our entire organization. If you require any accommodations during the hiring process, please do not hesitate to let us know and we will work together to meet your needs.