



DIRECTOR, TESTING INITIATIVES

REPORTS TO:	Senior Director, Programs
STATUS:	Permanent Full-time
LOCATION:	1300 Yonge Street, Toronto, ON (Hybrid)
SALARY RANGE:	\$100,000 - \$130,000 (Hiring Range: \$100,000 - \$112,000)
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 Director, Testing Initiatives, under the direction of the Senior Director, Programs, provides strategic and operational leadership for OHTN's provincial HIV testing portfolio. The role leads the development, implementation, evaluation, and continuous improvement of testing-specific programs, resources, partnerships, and capacity-building initiatives. The Director contributes to broader HIV prevention and care cascade goals by improving access to testing, early diagnosis, and linkage pathways, while working collaboratively with the Director, HIV Care Cascade Initiatives and other OHTN leaders to ensure alignment with broader engagement, retention, treatment, clinical care, and system-level priorities.

JOB RESPONSIBILITIES

Program Development, Implementation, Monitoring and Evaluation

- Provides strategic oversight for the planning, implementation, monitoring and evaluation of OHTN HIV testing programs.
- Establishes an evidence-based approach to identify strategic partnerships and priorities to improve access to HIV testing and contribute to care cascade goals through earlier diagnosis, appropriate referral, and linkage-to-care pathways.
- Identifies, proposes, and leads HIV testing-specific program, practice, resource, and partnership improvements that remove barriers to the effective coordination and delivery of HIV testing, in alignment with broader system-level priorities.
- Translate the short and mid-term impacts of OHTN-funded projects into evidence-based initiatives that close gaps in HIV testing, early diagnosis, and linkage to care.
- Identifies opportunities for incubator projects with the potential to drive provincial and systems-level improvements in access to HIV testing.

- Leads the development and implementation of an evidence-informed framework to evaluate the effectiveness of OHTN's HIV testing initiatives aligned with the broader monitoring and evaluation of the HIV Care Cascade portfolio.
- Collaborates with other OHTN teams to surface emerging issues, evidence and data that inform the design, delivery, and evaluation of testing and related initiatives.
- Creates internal learning systems that drive continuous quality improvement across HIV testing initiatives.

Partnership and Stakeholder Engagement

- Develops strategic testing-focused partnerships and working relationships with testing programs and sites, clinics and clinicians, public health partners, and other relevant interest holders to improve equitable access to status-neutral HIV testing and linkage pathways.
- Builds and maintains relationships with stakeholders to identify shared priorities and understanding, and to develop and coordinate collaborative approaches that optimize impact.
- Works closely with the Directors, HIV Care Cascade Initiatives, Prevention, and Evidence and Knowledge Translation teams to ensure testing initiatives are integrated with broader prevention, linkage, engagement, retention, treatment, and care cascade priorities.
- Work with partners to identify and support community and provider capacity-development opportunities that promote knowledge and skills to improve testing access for populations at risk of HIV in Ontario.

Leadership and Management

- Contributes to organizational strategy and culture as part of the OHTN's leadership team.
- Provides leadership in efforts to realize the OHTN's strategic plan and the OACHA HIV Action Plan to 2030, including the development and implementation of the OHTN Annual Program Plan.
- Builds effective collaborative relationships with the Senior Director, Programs and other members of the Programs team to achieve the organization's vision and goals, fosters a cohesive leadership culture, demonstrating open communication, advanced listening skills, a positive attitude and thoughtful inquiry.
- Cultivates excellent working relationships with leaders in the HIV sector to support and strengthen collaboration and collective action.
- Contributes to the annual organizational program plan and budget and leads development and implementation of the HIV testing portfolio and workplan, including strategic priorities, deliverables, and outcome measures, aligned with broader OHTN prevention and care cascade priorities.
- Represents the OHTN at forums, advisory groups, committees, external meetings, and conferences.
- Provides leadership, coaching, goal setting, and performance management for direct reports, including workload planning, onboarding, and succession planning.
- Establishes clear team priorities, deliverables, timelines, and reporting structures.
- Engages in long-term strategic and financial planning, develops and monitor budgets, contracts, project milestones, and deliverables related to testing initiatives.

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

- Master's degree (or equivalent education and experience) in a relevant field such as nursing, health sciences, social sciences, public health, health policy or a related field
- A minimum of 5 years progressive management experience within the non-profit, public or another relevant field.
- Demonstrated experience and success in:
 - Project planning, management and facilitation
 - Applying theories of behaviour change and collective impact
 - Leading multi-sector collaborations
 - Working with government
 - Financial management and reporting
 - Human resource management
 - Engaging diverse partners at multiple levels toward measurable results
- Thorough understanding of:
 - Current HIV policy and service issues and trends in Ontario
 - Key stakeholder groups in Ontario and their mandates as they relate to the development of a coordinated provincial response to HIV
 - Evidence based strategies to effect organizational, community and system-level changes, Communications planning and public relations
 - community engagement and mobilization
- Strong written and oral communications skills and ability to adjust communications for various audiences
- Strong problem-solving, decision-making skills
- Ability to effectively co-lead cross-agency initiatives and motivate active participation of team members
- Proficiency in Microsoft Office Suite
- Previous work or volunteering experience within the HIV or health sector preferred

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, flexible health & wellness spending allowance, life insurance, 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@ohln.on.ca

- Please use “**2026.14 – Director, Testing Initiatives**” 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 **August 27th, 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. Artificial intelligence may be used in the screening of applications. Starting salary will be determined based on experience, qualifications, and internal equity.

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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/MIPA](#)) 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.