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Chief Executive Officer Community Care Durham

Community Care Durham is a trusted, not-for-profit organization dedicated to supporting the health and well-being of individuals, caregivers, and families across Durham Region. With a broad range of programs and services, CCD helps people live safely and independently in their own homes and communities. Guided by a strong commitment to compassion, innovation, and collaboration, CCD has built a reputation as a leader in community-based care and continues to expand its impact through partnerships, advocacy, and service excellence.

Community Care Durham (CCD) is seeking a visionary Chief Executive Officer to lead the organization into its next chapter of growth and impact. Reporting directly to the Board of Directors, the CEO is accountable for delivering on CCD's mission, vision, values, and strategic plans while serving as a visible champion of its work across Durham Region and beyond. This is a unique opportunity for an experienced leader to guide a trusted community organization in its commitment to providing essential services and support to clients and caregivers.

The CEO provides strategic leadership by developing and recommending innovative long-term directions that address the unique and evolving needs of Durham Region to the Board of Directors and translating them into operational plans that ensure both service excellence and financial sustainability. They are responsible for maintaining CCD's fiscal health, preparing budgets and financial reports that reflect integrity and accountability, and ensuring the organization operates within approved resources. The CEO also plays a pivotal role in advancing CCD's reputation and visibility by actively engaging with government representatives, funders, partners, and community organizations, advocating for CCD's mission and securing the resources needed to achieve it.

As the organization continues to expand, the CEO must anticipate shifts in the external environment, position CCD as a leader in community care, and ensure services remain high in quality, innovative, and responsive to the needs of clients and caregivers. They will join CCD at a pivotal moment, as the organization embarks on the development of a new strategic plan, launches its upcoming rebranding efforts, and champions the *No Place Like Home* capital campaign in support of CCD's new Health & Wellness Hub. Working in close partnership with the Board and a highly empowered and talented Senior Management Team who are passionate about the work they do and the community they serve, the CEO will bring sound judgment, clarity of purpose, and the ability to balance competing priorities with a steady focus on the organization's long-term "North Star." This leadership approach is

grounded in empowerment, trust, and collaboration, ensuring CCD remains an inclusive, ethical, and values-driven workplace.

The successful candidate will be a seasoned senior executive with at least five to ten years of leadership experience in complex, multi-stakeholder environments. A postgraduate degree in a relevant discipline such as public administration, health or human services, or management, or an equivalent combination of education and experience, is expected. The CEO will bring expertise in organizational management, financial stewardship, human resources leadership, and government relations. They will demonstrate strong strategic thinking, proven success in advocacy and policy engagement, and the ability to communicate CCD's vision and values to diverse audiences. Experience working within or alongside the Acute Care and Primary Care sectors will be an asset, particularly for leaders who understand the funding structures, pressures, and models of those environments, and who can leverage that insight to champion innovative community-based solutions in partnership with the Ministry of Health. Candidates should also bring a track record of fostering meaningful community partnerships, driving organizational growth, and positioning an organization as a trusted leader in its field.

The next CEO of Community Care Durham will be known for their integrity, adaptability, and emotional intelligence. They will embrace bold yet thoughtful decision-making, take calculated risks to drive organizational impact, encourage innovation, and cultivate a culture of accountability, learning, and inclusion. They will be a unifying force who inspires confidence among staff, volunteers, partners, and funders, while ensuring CCD continues to strengthen its capacity to serve the community. They will also recognize the vital role of approximately 600 volunteers across Durham Region, ensuring their unique needs are understood and their contributions are supported as an integral part of CCD's success.

This is a defining leadership opportunity for a passionate and future-oriented executive who is ready to shape the future of community care in Durham Region. By joining CCD, the new CEO will have the opportunity to make a lasting difference in the lives of individuals and families while advancing the organization's mission of care, connection, and community support.

To express interest in this exciting opportunity, please submit your cover letter and resume, in confidence, to <https://www.miramsbecker.com/chief-executive-officer-community-care-durham>. For additional information contact Sarah Adams at sarah@miramsbecker.com.

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