

Ad Copy



Chief Executive Officer PACE Independent Living

PACE Independent Living (PACE) is a non-profit community support service organization that provides support services to adults with disabilities. Serving more than 350 clients across Toronto, PACE delivers services through supportive housing, attendant outreach and community-based programs, helping people with disabilities live independently and make choices about their own lives.

Grounded in the philosophy of Independent Living, PACE's vision is "Independence with dignity." Its mission is to provide specialized services that support adults with physical disabilities and neurological conditions to thrive in their community. Client choice and self-determination are at the heart of PACE's work and its commitment to supporting people to live the lives they choose.

An accredited organization with a longstanding commitment to quality, safety and continuous improvement, PACE works collaboratively with clients, employees, funders and community and health system partners to respond to evolving needs and strengthen services for people with disabilities.

The Opportunity

PACE is seeking an accomplished and values-driven Chief Executive Officer to lead the organization through its next chapter of growth, transformation and impact.

Building on a strong organizational foundation, the incoming CEO joins PACE at an important point in its evolution. The organization is approximately one year into an ambitious long-term strategic plan, with an immediate focus on evolving its service model, strengthening organizational culture and teamwork, modernizing technology and data, and advancing opportunities for accessible and affordable housing. At the same time, PACE is operating within an increasingly complex health and community services environment shaped by evolving client needs, workforce pressures, funding realities, government priorities and increasing opportunities for partnership and system integration.

Reporting to the Board of Directors, the CEO will provide the strategic and operational leadership required to translate PACE's long-term vision into action. They will bring an enterprise-wide perspective, strengthening organizational and leadership capacity, building greater alignment and accountability across the organization, and ensuring that strategy, resources, operations and risk are connected through disciplined execution.

This is an opportunity for an experienced executive who is energized by transformation. The next CEO will build on PACE's strengths while having the leadership courage to challenge established ways of

working, advance an inclusive and accountable culture, modernize systems and processes, and prepare the organization for the opportunities and complexities ahead.

Central to the mandate will be preserving and advancing PACE's commitment to client-directed services. The CEO will understand the deeply personal nature of PACE's work and ensure that organizational decisions remain grounded in the dignity, autonomy, choice and self-determination of the people PACE serves.

The Mandate

As PACE's CEO, the successful candidate will:

Provide strategic and transformational leadership by advancing PACE's long-term strategic plan, translating priorities into measurable action, and positioning the organization to respond to changes in government policy, funding, community needs and the broader health and social services landscape.

Strengthen organizational and leadership capacity by building an aligned, collaborative and accountable leadership culture; developing enterprise-level thinking across the organization; supporting succession and leadership development; and fostering an inclusive workplace where people are empowered to contribute and perform at their best.

Drive operational excellence and modernization across a complex, multi-union organization, ensuring strong financial stewardship, workforce planning, quality and performance improvement, risk management, regulatory and funding compliance, safety and organizational resilience. The CEO will champion the modernization of technology, systems and processes to improve organizational effectiveness and client service.

Advance client-directed service and quality by ensuring PACE continues to deliver safe, accessible, equitable and responsive services that reflect the principles of independent living and the diverse needs and experiences of clients.

Build strategic partnerships and influence by maintaining trusted relationships with clients, employees, unions, government, funders, healthcare and community partners, landlords and developers, and other sector leaders. The CEO will represent and advocate for PACE externally while advancing opportunities for accessible and affordable housing and exploring partnerships, shared approaches and other opportunities that strengthen PACE's sustainability and impact.

Partner effectively with the Board by providing transparent advice and reporting on strategy, organizational performance, quality, financial stewardship and enterprise risk; ensuring effective implementation of Board-approved policies and priorities; and supporting strong governance while maintaining clear governance-management accountabilities.

The Ideal Candidate

PACE is seeking a seasoned executive leader with a demonstrated track record of leading complex organizations through change. The successful candidate will bring strong strategic judgment combined with the operational discipline to turn strategy into results. They will be comfortable making difficult decisions, establishing priorities, managing risk and bringing people together around a shared direction.

Experience within health, community support, social services or a closely related publicly funded environment will be highly valued, along with a sophisticated understanding of government, funding and system relationships. Experience leading in a multi-union environment and navigating multiple collective agreements will be particularly important.

The successful candidate will have demonstrated experience leading organizational transformation, including culture and leadership development, technology or systems modernization, and significant organizational change. They will be an accomplished relationship builder and effective communicator who can operate effectively across diverse stakeholder groups and navigate complex partnerships and negotiations.

Previous CEO experience is preferred. PACE will also consider senior executives who have effectively led an organization or significant enterprise with comparable breadth, complexity and accountability and are ready to step into the CEO role.

Above all, the next CEO will demonstrate a genuine connection to PACE's mission and respect for the principles of independent living. They will bring humility, curiosity and the ability to listen and learn from clients and the broader disability community, while providing the confidence, strategic leadership and organizational focus required to lead PACE into its next chapter.

To express interest in this opportunity, please submit your cover letter and resume, in confidence, to <https://www.miramsbecker.com/opportunities/chief-executive-officer-pace-independent-living>. For additional information, please contact Hayley Becker at hayley@miramsbecker.com or Natalie Woods at natalie@miramsbecker.com.

Artificial Intelligence (AI) will not be used in the evaluation or assessment of candidates. This is a permanent position to fill a vacancy.

PACE Independent Living and Mirams Becker Inc. are equal-opportunity employers committed to an inclusive, barrier-free recruitment and selection process. We respect, encourage, and celebrate diversity. We are committed to providing accommodations throughout the recruitment process. If you require accommodation, please notify us and we will work with you to meet your needs.