

# Alzheimer *Society*

H U R O N P E R T H



**Executive Director**  
**Role Profile**

# Rooted in Community. Focused on Impact.

Delivering responsive services through trusted leadership and local understanding.

Alzheimer Society Huron Perth (ASHP) is entering an exciting new chapter. Following the planned retirement of a long-serving Executive Director (ED), the organization is seeking a leader who is ready to build on a strong foundation while guiding ASHP confidently into the future. This transition presents a unique opportunity to honour the legacy of thoughtful, mission-driven leadership while bringing fresh perspective, energy, and strategic focus to an organization deeply rooted in its communities.

The next ED will have the privilege of working alongside a highly committed and passionate team who genuinely care about the people and families they support. This role is ideal for a leader who values collaboration, respects the organization's history, and is equally motivated to strengthen impact, and evolve services. With strong community relationships, dedicated staff, and a clear mission as anchors, the ED will lead ASHP forward, aligning people, strategy, and resources to ensure the organization continues to thrive, adapt, and make a lasting difference in the lives of those it serves.



## About Alzheimer Society Huron Perth

ASHP provides vital programs, education, and individualized support to people living with dementia and their care partners across Huron and Perth Counties. Through services such as First Link® navigation, education and support groups, one-to-one counselling, and community-based programs, ASHP helps individuals and families access timely, compassionate support close to home, reducing isolation and strengthening quality of life.

Serving primarily small towns and rural communities, ASHP plays a critical role in enabling people living with dementia to remain engaged and supported in their communities, while connecting local needs and voices to the broader provincial and national Alzheimer Society Federation.



# Alzheimer *Society*

HURON PERTH

**Vision:** A world without Alzheimer's disease and other dementias.

**Mission:** To alleviate the personal and social consequences of Alzheimer's disease and related dementias, and to promote research.



## Our Values

**Collaboration:** We work together with clients, families, staff, volunteers, partners, and the broader community to strengthen support and advance our mission.

**Accountability:** We act with integrity, transparency, and responsible stewardship of the resources entrusted to us.

**Respect:** We honour the dignity, diversity, and lived experience of every individual we serve and work alongside.

**Empowerment:** Supporting the rights of individuals to make choices about their own lives and access necessary support to improve their quality of life.

**Excellence:** We are committed to continuous improvement, innovation, and delivering high-quality services.

# About the Role

**ASHP is seeking an ED who is energized by the opportunity to lead with purpose, build on strong foundations, and shape the organization's future impact.**

Reporting to the Board of Directors, the ED serves as ASHP's senior leader, translating strategy into action, strengthening governance, and stewarding the organization's financial and operational sustainability.

This role offers the chance to work in close partnership with the Board, staff, volunteers, and the broader Alzheimer Society Federation, including provincial and national partners. Through collaborative, people-centred leadership, the ED will guide service delivery, foster a positive and inclusive workplace culture, and represents ASHP as a trusted community and sector leader across Huron and Perth Counties.

The following responsibilities reflect the scope, influence, and leadership expected of ASHP's ED:

## Core Responsibilities

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### Strategic Leadership & Governance

- Partner with the Board to shape and execute ASHP's strategic direction, translating priorities into meaningful outcomes.
- Serve as the Board's trusted advisor, providing insight, analysis, and professional judgment.
- Strengthen governance, oversight, and organizational readiness by anticipating risks, trends, and emerging opportunities.

### Organizational & Operational Leadership

- Provide executive oversight to ensure high quality, client centred programs and services aligned with community needs and funder expectations.
- Lead operational planning and continuous improvement to enhance quality, efficiency, and impact.
- Ensure organizational compliance with legislative, regulatory, and contractual requirements.

### People & Culture

- Champion a positive, inclusive, and psychologically safe workplace grounded in respect, collaboration, and accountability.
- Ensure the organization has the right structure, leadership capacity, and talent to deliver today and grow for the future.
- Promote learning, leadership development, and meaningful volunteer engagement.

# About the Role

## Financial Stewardship & Sustainability

- Provide executive leadership for ASHP's financial health and operational sustainability.
- Partner with the Board to ensure strong budgeting, financial oversight, reporting, and controls.
- Provide strategic oversight of fundraising and revenue development, supporting staff leadership, strengthening funder relationships, and advancing resource development initiatives.

## Community Engagement & Advocacy

- Act as a visible and credible ambassador for ASHP across the community and sector.
- Represent and steward ASHP's role within the Alzheimer Society Federation, ensuring alignment and collaboration with the provincial and national partners.
- Build and maintain strong relationships with funders, partners, government, and sector leaders, while ensuring clear and consistent organizational messaging.

## Education, Qualifications & Experience

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### Education

- University degree or college diploma in a health related field, business administration, or a related discipline, or an equivalent combination of education and experience.

### Qualifications & Experience

- Minimum five (5) years of progressive senior leadership experience, preferably in the non profit, community support, or health services sector.
- Demonstrated experience working effectively with a Board of Directors in a governance context.
- Strong people leadership capability, including building, engaging, and leading high performing teams.
- Strong financial and business acumen, including budgeting and financial reporting.
- Excellent interpersonal and written/verbal communication skills.
- Strong organizational, analytical, and problem solving abilities.
- Proficiency with standard office and information management systems.
- Certification in Non Profit Management is an asset.
- Experience working with Ontario Health and MSAA requirements is an asset.

# The Leadership Qualities That Matter Most

**The following leadership competencies reflect the skills, judgment, and approach needed to thrive in this role and lead ASHP forward.**

Demonstrates deep understanding of the communities ASHP serves, using this insight to shape services that are accessible, responsive, and aligned with local needs.

Articulates and advances a clear organizational vision, leading change in ways that strengthen alignment, shared purpose, and organizational culture.

Champions equity-informed and inclusive practices, ensuring they are meaningfully integrated into service design, leadership decisions, and people practices.

Applies data, evaluation, and performance insights to inform decision-making, measure impact, and support continuous improvement.

Fosters a positive and high-performing workplace culture through visible leadership, trust-building, engagement, and support for learning and development.

Represents ASHP with professionalism, credibility, and integrity, building strong relationships with staff, volunteers, partners, funders, and sector leaders.





# What This Role Offers

**Base Salary Range:**  
**\$90,000 - \$115,000**

**Annual Vacation**  
4 weeks

**Comprehensive benefits package, including:**

- Medical and dental coverage
- Life insurance, including dependent life and AD&D
- Self-directed RRSP (up to 6% match)
- Employee Assistance Program (EAP)

**Employees receive paid sick days and personal days, along with a paid day off to celebrate their birthday.**

**Six months of onboarding and executive coaching with Ahria Consulting, offering experienced guidance to support leadership effectiveness and a successful start.**



# Could this be the leadership role where your experience and purpose align?

If you are interested in learning more about this opportunity, we welcome your inquiry. If you feel ready to apply, please submit a cover letter and resume as one combined document to [recruiting@ahria.ca](mailto:recruiting@ahria.ca)

The Alzheimer Society welcomes those who have demonstrated a commitment to upholding the values of equity and social justice and we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, Black and persons of colour, persons with disabilities, people living with dementia, care partners and those who identify as 2SLGBTQ+.

AI use: Ahria's recruitment processes are human-led. We may use AI-assisted platform features to support candidate sourcing; however, all screening, interview, and hiring decisions are made by people using informed professional judgment. We are committed to the responsible use of technology and to reviewing our practices to ensure ethical and compliant recruitment.

**We look forward to receiving your application and learning more about how your qualifications and experiences align with those for this role. At Ahria Consulting, every application is carefully reviewed by our dedicated recruiting team.**

**We prioritize a personalized approach, ensuring each candidate receives thorough consideration. Rest assured, we aim to acknowledge receipt of all applications and provide timely updates throughout the selection process.**

Prepared by:

**Ahria**

 201-235 North Centre Road,  
London, Ontario N5X 4E7

 519-642-2612