



Executive Director
Anishnawbe Health Toronto
Executive Brief

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APPLICATION PROCESS

For more information: KCI Search + Talent has been retained to conduct this search on behalf of Anishnawbe Health Toronto. To learn more about this unique healthcare leadership opportunity, interested individuals should please contact Tara George, Executive Consultant, KCI Search + Talent by email at AHT@KCI talent.com.

Deadline for application: To apply, please send your resume and letter of interest to AHT@KCI talent.com by February 23, 2026. *Artificial intelligence will not be used to screen resumes or assess candidates in this search.*

Indigenous Identity: Anishnawbe Health Toronto is committed to diversity and values the contribution of its employees from diverse backgrounds and experiences. For the majority of positions in the organization, we encourage applications from Indigenous persons, visible minority group members, women, and persons with disabilities, members of sexual minority groups, and others who contribute to greater diversity of perspectives.

For the role of Executive Director, lived experience with Indigenous cultures, organizations, and communities is essential and therefore preference will be given to individuals who identify as Indigenous. Possessing knowledge of and sensitivity to the challenges and opportunities relating to Indigenous health, wellness, and traditional healing practices is also required for this role.

Indigenous candidates will be asked to sign a declaration providing details about their historical and ongoing Indigenous community affiliation, and to provide documentation from federal or Indigenous governments (eg. Status cards under the Indian Act, Inuit Enrollment cards, citizenship cards conferred by a federally recognized Métis government, Band membership card, and Haudenosaunee passport.)

Salary range: \$150,000 - \$170,000 commensurate with experience, plus comprehensive benefits.





Executive Director Anishnawbe Health Toronto

THE OPPORTUNITY

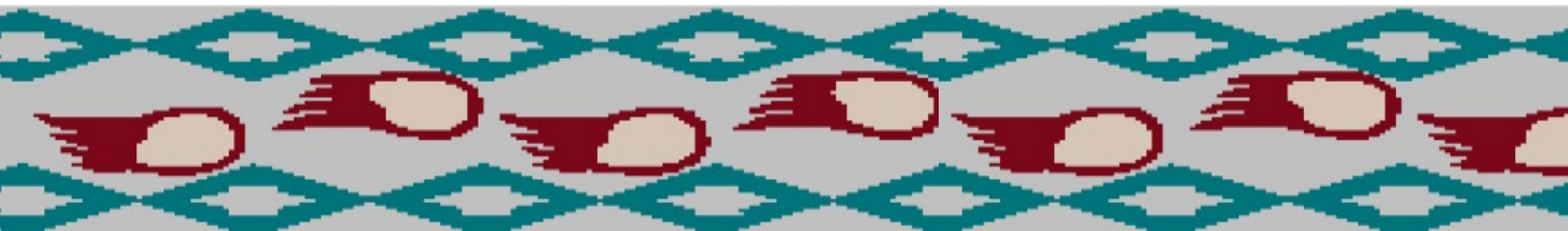
Anishnawbe Health Toronto (AHT) is seeking an Executive Director to lead the next chapter in the evolution of our Indigenous Community Health Centre. The Executive Director will report and be accountable to the Board of Directors of AHT and will work closely with the Board to establish strategic direction, manage and mitigate risk, and ensure financial accountability and sustainability. (This is an existing position that is currently filled by an Interim Executive Director.)

Partnering closely with AHT employees, with health system partners, and with Indigenous community partners, the Executive Director will be responsible for the delivery of high-quality programs and service, client safety and satisfaction, organizational culture, and operational effectiveness.

The Executive Director will also move forward the current and future initiatives and affiliated projects that are outlined in AHT's strategic plan, including:

- development of an Urban Indigenous Long-term Care Home
- support the local Primary Care Network in the expansion of Interprofessional Primary Care Teams to increase the attachment of Indigenous clients to primary care providers
- implementation of the Osh-ka-be-Wis Foundational Knowledge Training Program
- further development of a culture-based mental wellness model
- researching, partnering, piloting, and lobbying for a culturally responsive funding framework





ABOUT ANISHNAWBE HEALTH TORONTO

For over 30 years – more than one generation – Anishnawbe Health Toronto has been the only provider of Western medical services combined with Traditional healing services within a multi-disciplinary healthcare model.

The vision of the late Elder, Joe Sylvester, our Indigenous-led, accredited Community Health Centre is the model for other Indigenous Community Health Centres and Aboriginal Health Access Centres across Ontario. Joe Hester dedicated his life to the pursuit of Indigenous sovereignty over health care for the urban Indigenous community. He led Anishnawbe Health Toronto from its early origins to what we know today, building and sustaining a gold standard of care to a population that has consistently been underserved by the health care system. He worked from the mantra that “No one will be left behind”, centering Traditional Healing to promote Indigenous ways of knowing and being.

Joe’s success at blending Traditional and Western medicine has been groundbreaking, curating Indigenous resurgence that has resonated across the health sector and the urban Indigenous community here in Toronto. First Nations, Métis, and Inuit community members access Traditional Healers at AHT to address chronic disease and to heal Spirit from the ongoing colonial policies that have created the disparity between Indigenous and non-Indigenous mortality.

Today, Anishnawbe Health Toronto continues to grow to meet the needs of the community it serves.

With an operating budget of approximately \$13.5 million and about 70 staff, Anishnawbe Health Toronto sees over 30,000 client visits annually, with nearly 20% of clients under the age of 21.

We not only promote Traditional healing practices but have affirmed and placed them at the core of what we do, offering access to healthcare practitioners from many disciplines including Traditional Healers, Elders and Medicine People. Ancient ceremonies and traditions, intrinsic to the Indigenous health care model, are available. Our work with the homeless has evolved from early directions of crisis intervention to our current efforts of working with those who seek to escape homelessness. Training programs offer community members the opportunity to learn and grow in a culture-based setting.



Mission

- To improve, support, and promote the health, well-being, and healing of Indigenous people in spirit, mind, emotion, and body within a multi-disciplinary health care model.

Vision

An Indigenous Community:

- That nurtures the Family Spirit and strengthens family identity by embracing and sharing culture and traditional knowledge.
- That respects the beauty and power of nature and creation and helps to ensure a healthy environment.
- Where individuals and families are strong spiritually, emotionally, mentally, and physically, independent and self-sufficient; with ready access to Traditional Health and healing as well as culturally safe models of care from pre-birth (Traditional Midwives) to the preparation for return to the spirit world (Traditional Healers).
- Where individuals are self-determining and able to take advantage of opportunities in order to reach their full potential and are prepared to share with others.
- Where people have a strong sense of identity and pride, as well as being knowledgeable of their traditional ways and values.
- Where Healing Lodges are at the centre of the community and accessible to all of our people.



Beliefs

AHT roots all of its activities on the following teachings:

- Healing, learning, and teaching are synonymous.
- We are all responsible for our personal health, wellness, and healing.
- Nature and creation is our First Family. We show respect for our First Family and include them in our prayers. We also show respect for the spirits of our ancestors who are part of our First Family.
- There is an energy or life force which exists throughout nature and creation. This energy is within all of us. It gives us life and emanates from the human body. It is our spirit; it then affects the mind, then the emotions, and finally the body; for healing to occur, treatment must include our whole being.
- The Healing Path also includes preparations for the journey to the Spirit World. Death is part of the cycle of life.

Principles

AHT will work toward achieving its visions and carrying out its mission based on the following principles:

- We respect teachings of all people.
- We accept and provide care to all Aboriginal people and their families, including status and non-status First Nations, Inuit, and Metis people.
- We respect the right of our clients to receive services free from judgement and to choose the care path that is right for them.
- We strive to provide services that enable people to reconnect with and strengthen their spirit.



OUR PROGRAMS & SERVICES

Our model of health care is based on Traditional practices and approaches, and is reflected in the design of the 60+ programs and services that we offer to people at all stages of life, from newborns to seniors.

Primary Health Care including

- An ambulatory health centre
- Diabetes Education and Prevention Program
- Health Promotion and Physiotherapy with access to traditional healers
- Physicians
- Nurse practitioners
- Nurses
- Chiroprapist
- Dietitian
- Physiotherapist

Mental Health Programs including:

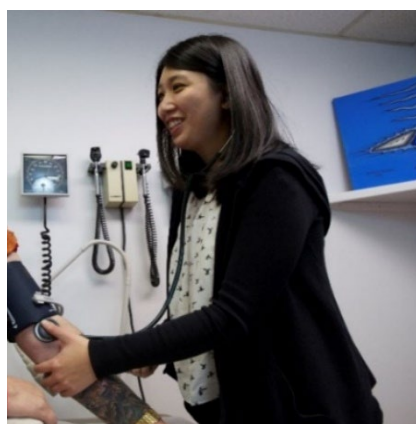
- Social workers and counsellors offering individual and group counselling
- Programs to help the Homeless to leave the street
- 20-week addictions and concurrent Disorders outpatient programs
- Traditional counsellors
- Psychiatrists
- Psychologists

Child, Youth & Family Care including:

- Pre and Post Natal Care Programs
- Youth Outreach Programs
- Child and family counselling
- Fetal Alcohol Spectrum Disorder Service

Traditional Healing Programs & Services including

- Traditional Healers and medicines
- Sweat Lodges and Ceremonies such as Smudge
- Traditional births
- Shake Tents
- Feasts and Naming



A NEW HOME FOR ANISHNAWBE HEALTH TORONTO



Anishnawbe Health Toronto's new Indigenous Health Centre is fully operational at 425 Cherry Street. Opened in spring 2025, this innovative purpose-built space is a permanent home for healing, connection and culturally grounded care for the urban Indigenous community in Toronto.

The new home of AHT is more than a building, it is a place of belonging, healing and hope for current and future generations which brings together its healing services in a warm, welcoming and accessible environment.

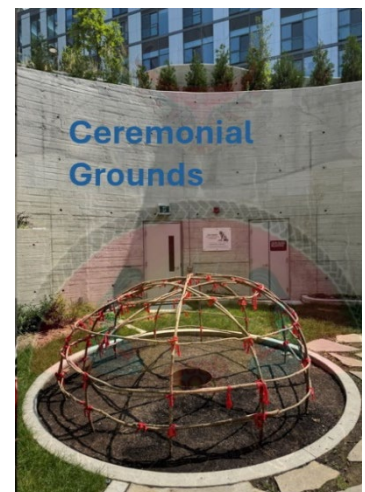
Clients are encouraged to utilize and enjoy:

- Traditional medicines and healing spaces
- Ceremonial rooms, and community gathering areas
- Youth and family spaces
- Health services including primary care and mental health support
- Indigenous paintings and artwork featured throughout the centre celebrating culture, stories and identity

Every element of this centre was designed to reflect Indigenous culture, community needs, and highlights the importance of holistic wellness. Much like the ethos of AHT, the physical building brings together traditional knowledge, healing and medicine under one roof in a setting that honours the land, our histories, and our future.

These are just a few aspects that make the center so special:

- The front of the building is wrapped in a star blanket, a symbol of protection and unity.
- In the lobby of the health centre there is a beautiful red staircase designed by Christy Belcourt, an Indigenous artist.
- The staircase represents the journey of the spirits and the living.
- With an Indigenous Garden in the back, health care workers and clients are welcome to cultivate medicinal plants such as sage, tobacco and sweetgrass.





ADDITIONAL INFORMATION ABOUT AHT

- [Who We Are](#)
- [Strategic Plan 2023-2027](#)
- [Annual Reports & Audited Financials](#)
- [Traditional Teachings](#)
- [A New Home for AHT](#)
- [How to become a client](#)
- [Anishnawbe Health Foundation](#)

BOARD OF DIRECTORS

A volunteer Board of Directors made up of Indigenous community members provides direction to the Centre's leadership. The Board sets strategic direction and policies, and oversees the Executive Director, ensuring that it is AHT is accountable to clients, staff, and other stakeholders in a transparent and prudent manner. The Board of Directors currently consists of eight members who represent different areas of expertise and who identify with the population served by Anishnawbe Health Toronto.

- **Marian Jacko** – President
Assistant Deputy Attorney General at Indigenous Justice Division
- **Chris Decorte** – Vice President
Infrastructure Analyst at DXC Technology
- **Ginette Joseph** – Secretary
Kina'wenimowsowin Worker (Family Worker) at Wabaseemoong Child Welfare Authority
- **Tahshiina Brisard** - Treasurer
Research Manager at Kiikenogama Kikenjigewen Employment and Training Services
- **Mark Atanasoff**
Interim Director of the Indigenous Affairs Office at City of Toronto
- **Kate Dunn**
Assistant Professor & Canada Research Chair for Indigenous Context and Innovations on Wellbeing at York University
- **Sheldon Morriveau**
- **Annelind Wakegijig** – *Honourary Board Member*
Medical Doctor at Maamwesying North Shore Community Health Services





ANISHNAWBE HEALTH FOUNDATION

Anishnawbe Health Foundation (AHF) is an Indigenous-led registered charity that works with generous donors and partners to support Indigenous peoples and families in Toronto in their health and wellness. As an integral partner to Anishnawbe Health Toronto, the Foundation holds responsibility for all philanthropic strategies to attract donations that complement various government funding and grant programs of this fully accredited health centre. AHF also manages foundation assets and investments while attracting financial support for Anishnawbe Health Toronto capital projects, innovation initiatives, and research.

The Board of Directors and Executive Director at Anishnawbe Health Foundation determine the direction for the Foundation in alignment with the vision and mission of the Anishnawbe Health Toronto, setting strategy and policies for the Foundation to contribute to improving, supporting and promoting the health and well-being of Indigenous people. Foundation staff, in turn, work with the Executive Director to operationalize these strategies, working closely with donors, volunteers, and Anishnawbe Health Toronto colleagues.

Anishnawbe Health Foundation staff have an office at 507 King St East, Toronto which is a short walk from the new Anishnawbe Health Centre. The Foundation team is frequently onsite at AHT, engaging with staff and sharing information about AHT with donors.

Built with Community for Community

Thanks to the generosity and help of the many donors and volunteers who contributed their support, the Anishnawbe Health Foundation raised over \$10 million for the new health centre, and to enhance the programming offered. The building reflects decades of work, vision, and commitment. It is a tangible expression of what is possible when culture, care and community join together.

The campaign also raised \$2 million to support the implementation of a pilot program to train and develop Traditional Helpers with the goal of increasing the number of Traditional Healers in Canada.

In addition, with donor support the Foundation has contributed to increased staff capacity for AHT, emergency COVID-19 relief and other urgent support for the Indigenous community, as well as the creation of an online Traditional Teachings and Storytelling video library called Wisdom Weavers.





THE ROLE OF EXECUTIVE DIRECTOR

Major Functions & Duties

- Supports effective governance by working closely with the Board of Directors on strategic planning, financial oversight, policy development, risk management and key aspects of operational oversight.
- Responsible for overall oversight, ensuring effective and efficient day-to-day operations and administration of AHT and all of its affiliated projects, in alignment with policies, legislature, best practices, and cultural norms.
- Responsible for maintaining the integrity of AHT's core of traditional values in all aspects of the organization, and for ensuring that AHT is operated in a community responsive manner.
- Embodies the Mission, Vision and Values of the organization, ensuring that duties are performed reflecting the culture-based model of AHT, which emphasizes traditional teachings, methods and healing approaches.
- Conceptualizes, research, and drafts policies for the services provided by the Traditional Services Team to expand AHT's capacity for innovative policy development that focuses on the traditional interventions that are performed.
- Provides overall leadership for the staff team, ensuring that staff are supported with appropriate supervision, training, mentoring, and encouragement.
- Work with senior team members to develop and implement an operational plan aligned to the strategic plan and priorities of the organization, and responsive to emerging needs and issues.
- Establishes positive working relationships with government funders and stakeholders, advocating with various levels of government for ongoing funding and support.
- Maintains a broad knowledge of the Ontario healthcare system and the various stakeholders and partners with the understanding of the changing healthcare environment with all its complexities.
- Oversees the development and effective implementation of budgets and capital planning, ensuring that resources are maximized in order to respond to the healing needs of the Indigenous Community.
- Ensures that all reporting and compliance requirements are met with all regulatory and government bodies.
- Serves as a key representative and champion of AHT in the community.
- Maintains guiding principles and protocols for the meaningful engagement of Indigenous peoples and communities based on respect, reciprocity, responsibility and cultural humility.
- Serves a non-voting ex-officio member of the Board of Directors.



QUALIFICATIONS & COMPETENCIES

- Previous leadership experience within a healthcare organization
 - The ideal candidate will have served in an Executive Director / CEO role, in a permanent or Acting capacity, but we are also open to candidates who bring appropriate progressive healthcare administration and leadership experience.
- Governance experience, whether directly or indirectly
 - Candidates must know how to support and work effectively with a Board of Directors and its respective committees.
- Knowledge of Traditional Medicine practices and programs and strong awareness of the challenges and opportunities relating to Indigenous health, wellness, and traditional spirituality.
- Lived experience and/or experience working with Indigenous communities and clients, and supporting vulnerable, marginalized communities.
- Direct experience overseeing and managing healthcare operations, programs, and services, including management and oversight of human and financial resources, and operational planning and execution.
- Knowledge of relevant federal, provincial, regional, and municipal legislation and regulations pertaining to healthcare and social service administration and to management of a non-profit corporation.
- Strong leadership and people management skills, with proven experience leading, coaching, and mentoring staff at a range of experience levels within a culturally diverse, collaborative, interdisciplinary team environment.
- Exceptional ability to build and maintain effective collaborative partnerships with staff, labour unions, community, partner organizations, and various funders.
- High level of personal initiative and adaptability, understanding that working in small organizations requires flexibility, efficiency, and strong follow-through.
- Demonstrated practice of sound workplace ethics and integrity, and personal values such as respect, kindness, empathy, sincerity, authenticity, humility and collaboration.
- Broad understanding of and demonstrated commitment to social justice, health equity, anti-racism and anti-oppression, and harm reduction.
- Post-secondary education in Health Administration, Public Administration, Social Work or related field, or equivalent related professional experience.
- The successful candidate will be required to complete background and reference checks, as appropriate to the role and in accordance with applicable laws. Any findings will be reviewed thoughtfully, with consideration for relevance, context, and time elapsed.



CURRENT ORGANIZATIONAL CHART: Management Group

