



## **OPPORTUNITY PROFILE**

### **Executive Director, Health Services**

## The Organization

River Cree Ventures is the business arm of Enoch Cree Nation, responsible for advancing economic development and building sustainable, long-term business platforms for the Nation.

As part of a major strategic investment in healthcare, River Cree Ventures is developing a multi-phase healthcare district on the Nation. The first phase includes a medical centre with surgical services, medical imaging, pharmacy, primary care, physiotherapy, pediatric dental, laboratory services, cultural space, and overnight patient rooms.

This initiative represents a significant step toward building an Indigenous-led healthcare platform with long-term ambitions that include expanded health services, medical tourism, and the future development of a private hospital.

## The Opportunity

River Cree Ventures is seeking an Executive Director, Health Services to lead the development, launch, growth, and ongoing oversight of its health portfolio.

Reporting to the Chief Executive Officer, this is a senior leadership role responsible for overseeing a complex healthcare environment that includes owned operations, joint ventures, external partnerships, and emerging business opportunities.

This is not a traditional health administration role. The successful candidate will need to bring strong healthcare knowledge, business acumen, partnership management experience, and the ability to operate in a fast-growing, evolving environment.

The Executive Director will play a central role in building the healthcare business strategy, supporting the launch of new services, strengthening partner relationships, monitoring performance, identifying future opportunities, and ensuring the health portfolio aligns with the Nation's long-term vision.

## Key Roles & Responsibilities

### **Strategic Leadership & Health Portfolio Development**

- Develop and execute a multi-year healthcare business strategy for River Cree Ventures.
- Support the continued development of the healthcare district and future health infrastructure.
- Identify, assess, and advance new healthcare service lines, partnerships, and business opportunities.
- Contribute to the long-term vision for a broader healthcare ecosystem, including the future private hospital concept.
- Support the growth of medical tourism opportunities connected to surgical, clinical, and related health services.

### **Operational Oversight**

- Provide leadership and oversight across healthcare operations, including surgical services, medical imaging, pharmacy, clinic operations, physiotherapy, and future service areas.
- Monitor operational performance, including volumes, utilization, revenue, service delivery, and efficiency.
- Ensure new services and facilities are launched, stabilized, and positioned for sustainable growth.
- Identify operational risks, barriers, and delays, and work with internal and external partners to resolve issues.
- Support operational readiness, planning, implementation, and ongoing improvement across the health portfolio.

### **Partnership & Joint Venture Management**

- Serve as a key point of contact for healthcare partners, operators, and service providers.
- Maintain strong working relationships with partner organizations and ensure alignment with River Cree Ventures' priorities.
- Monitor partner performance, contractual obligations, operating agreements, and service commitments.
- Work closely with senior partner representatives, including executive-level stakeholders, to ensure transparency, accountability, and progress.
- Influence outcomes in partnership environments where direct operational control may be limited.

### **Commercial, Financial & Business Leadership**

- Support the financial sustainability and growth of the health portfolio.
- Evaluate business opportunities across private, public, and hybrid healthcare models.
- Contribute to financial planning, revenue development, business cases, and investment decisions.
- Monitor revenue, expenses, margin, and overall business performance across the portfolio.
- Support development of future funding models and business cases for new healthcare services and facilities.

### **Funding, Grants & Resource Development**

- Identify and assess federal, provincial, Indigenous-specific, and health-related funding opportunities.
- Maintain awareness of public funding streams, cost-sharing frameworks, grants, and blended financing models.
- Work with internal teams, grant writers, funding coordinators, and external partners to support funding applications and proposals.

- Ensure funding proposals align with operational capacity, strategic priorities, community needs, and long-term business plans.
- Support the development of sustainable funding strategies for future healthcare growth.

### **Regulatory, Legislative & System Navigation**

- Maintain strong knowledge of provincial and federal healthcare legislation, regulations, standards, and funding frameworks.
- Navigate the intersection of public healthcare systems, private-sector delivery, Indigenous health priorities, and Nation-led business development.
- Build and maintain relationships with government, regulatory bodies, health authorities, and industry stakeholders.
- Ensure health initiatives comply with regulatory, contractual, funding, and partnership requirements.
- Provide leadership with informed recommendations on system design, compliance, feasibility, and risk.

### **Community & Nation Engagement**

- Build strong, respectful relationships with Enoch Cree Nation leadership, members, and community stakeholders.
- Ensure healthcare initiatives reflect community priorities, cultural values, and Nation-driven decision-making.
- Support meaningful engagement so the health portfolio is understood, trusted, and connected to the community.
- Help create opportunities for Nation members to participate in, learn from, and grow within the healthcare portfolio.

### **Team Leadership & Talent Development**

- Build, lead, and support a high-performing healthcare management team.
- Provide oversight to direct reports across pharmacy, clinic operations, retail pharmacy, and other future service areas.
- Foster a collaborative, accountable, and practical operating environment.
- Support mentoring and development of Nation members and internal talent.
- Work closely with the CEO and broader executive team to ensure alignment across River Cree Ventures.

### **Research, Market Analysis & Innovation**

- Conduct environmental scanning and market analysis on healthcare models, service opportunities, funding pathways, and emerging trends.

- Monitor developments in Indigenous health, private healthcare, primary care, surgical care, continuing care, addictions and recovery, integrated care, and medical tourism.
- Assess feasibility, sustainability, community impact, and business value of proposed initiatives.
- Build relationships with academic, public-sector, private-sector, and innovation partners where appropriate.
- Translate research and market insight into practical recommendations for leadership.

### **Reporting & Governance**

- Provide regular updates, briefing notes, progress reports, and recommendations to River Cree Ventures leadership.
- Support reporting to Enoch Cree Nation leadership and Council as required.
- Ensure health initiatives are properly tracked, documented, and aligned with governance requirements.
- Escalate key risks, decisions, and opportunities in a timely and professional manner.

## **The Person**

### **Education**

- Bachelor's degree in Health Administration, Public Health, Business Administration, or a related field is required.
- A master's degree in Health Administration, Public Health, Business Administration, or a related field is considered a strong asset.

### **Experience**

- Extensive progressive leadership experience in healthcare, health services, health system operations, private healthcare, or a closely related environment.
- Long-standing experience operating in complex health environments involving multiple stakeholders, regulatory considerations, and service delivery models.
- Experience in private healthcare, clinics, surgical services, health service operations, or healthcare business development is strongly preferred.
- Experience working within or alongside public healthcare systems, provincial health authorities, government bodies, or regulated healthcare environments.
- Experience managing partnerships, joint ventures, operating agreements, or multi-stakeholder initiatives.

- Experience developing business cases, evaluating service opportunities, and supporting revenue-generating healthcare operations.
- Experience with public funding streams, grant funding, proposal development, health funding models, or resource development is considered an asset.
- Experience working with Indigenous communities, governments, or organizations is considered a strong asset.
- Experience in medical tourism, healthcare district development, or large-scale health infrastructure planning is considered an asset.

## Knowledge & Capabilities

- Strong knowledge of Canadian healthcare systems, including public, private, and hybrid delivery models.
- Strong understanding of provincial and federal healthcare legislation, health acts, regulatory requirements, and funding frameworks.
- Ability to evaluate healthcare opportunities from operational, financial, regulatory, cultural, and strategic perspectives.
- Strong commercial acumen, including understanding of revenue, expenses, margins, utilization, and business sustainability.
- Ability to lead in complex, evolving environments where structure is still being built.
- Strong project management, organizational, and execution skills.
- Ability to manage multiple priorities, timelines, relationships, and business initiatives at the same time.
- Strong written and verbal communication skills, including the ability to brief executives and translate complexity into clear recommendations.
- Strong relationship-building skills across community, government, healthcare, business, and partner environments.

## Leadership, Decision-Making & Operating Style

The successful candidate will bring a leadership style that is both practical and highly relational, with the ability to operate effectively in a growing and evolving environment.

### **Leadership & Team Impact**

- Leads by example and remains actively engaged with their team and operations.
- Maintains open lines of communication and is accessible, approachable, and supportive.
- Builds trust quickly and fosters strong engagement across teams.

- Invests in the development of others, including mentoring and supporting emerging leaders.
- Creates an environment focused on long-term development, collaboration, and sustained performance rather than short-term pressure.

## Knowledge, Skills & Attributes

**Visionary Leadership:** Able to formulate and articulate a detailed vision that is supported by the nation; can effectively communicate the vision and expectations to all levels within the organization. Sees and acts on immediate issues without losing sight of the long-term goals and objectives. An innovative and strategic thinker and planner who translates goals into an action plan. A coach and team builder; identifies and mentors future leaders. Models and fosters a proactive and results-oriented operating style and a strong client service focus. Maintains a steadfast culture in the organization.

**Social Entrepreneurship:** Is a mission-driven individual who uses a set of entrepreneurial behaviours to obtain a significant social return on investment. Combines visionary and real-world problem-solving creativity to create and sustain a high social value. Recognizes and relentlessly pursues new opportunities to serve the mission of the organization. Engages in a process of continuous innovation, adaptation and learning. Has a strong ethical fibre. Takes reasonable risks on behalf of the people the organization serves. Organizes, creates and manages a venture to improve social outcomes and enhance social wealth.

**Change Management:** Energetic and adaptable to new and changing situations; able to alter course/direction when necessary; enjoys and embraces new challenges. Able to lead through change.

**Communication Skills:** Possesses excellent verbal and written communication skills, as well as active listening skills; has a professional approach and demeanour; maintains an individual's dignity and self-worth during conversations; demonstrates the ability to deal effectively with conflict in a diplomatic and professional manner. A strategic communicator who is able to modify approach depending on the audience.

**Organizational Skills:** Excellent organization skills to work on numerous projects and coordinate multiple activities. Meets deadlines and is able to prioritize a diverse workload. Has well-developed project management skills – has the ability to plan, manage, facilitate and participate in a number of projects at once. Is proactive and responsive, and approaches responsibilities with a high degree of energy and passion.

**Professional:** Has a high degree of integrity both personal and professional; honest, sincere, dependable and trustworthy. Flexible; able to deal with stress effectively.

**Decision-Making:** Able to assess situations quickly and objectively and make sound decisions; is adept at problem solving; is decisive and accountable. Recognizes priorities and changing approaches. Shows common sense and intuitive judgment abilities. Able to make effective operational decisions.

**Resourceful:** Sources out possibilities; develops new ideas and moves them forward. Utilizes all the resources available and involves other members of the team as necessary in order to get the job done. Creative and takes advantage of opportunities, while recognizing the necessity of working within limited resources.

**Teamwork:** Promotes and enables cooperation across the organization; positively affects morale; facilitates/builds understanding, acceptance and support for organizational operations and initiatives;

delegates efficiently; understands and appreciates the effectiveness of working synergistically with others at all levels within the organization and creates a “team” culture; promotes cohesion and teamwork in seeking solutions and moving forward; has a willingness to listen and learn from others.

**Talent Management:** Demonstrated and proven ability to create and model a culture that respects and values individuals as contributors to both the organization and community. A record of relentless focus on developing the people of the organization and to cultivate their talents to help the organization flourish, implement measures to attract, grow and retain an effective workforce.

**Coaching and Mentoring Skills:** An exceptional leader who expects quality performance and is able to coach and develop people; identifies and mentors future leaders. Encourages personal and professional growth through challenging assignments and continuous improvement.

## Additional Considerations

- Experience working with Indigenous communities or organizations is an asset.
- Candidates from both Canadian and international healthcare environments will be considered.

## Location

This role is based on-site with River Cree Ventures on Enoch Cree Nation, Alberta, adjacent to the River Cree Medical Centre and near west Edmonton.

Some flexibility may be considered where appropriate; however, this is primarily an in-person leadership role due to the importance of relationship-building, community presence, and operational oversight.

## Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Relocation support may be considered for candidates located outside the Edmonton region.

## Express Your Enthusiasm

*Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.*

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Sonny Kapoor or Olesia Linkevych** at [apply@leadersinternational.com](mailto:apply@leadersinternational.com), indicating the job title in the subject line.

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