Pathways Health Centre for Children

EXECUTIVE OPPORTUNITY BRIEF

Chief Executive Officer

PRIME MANAGEMENT GROUP INC.

www.pmg.on.ca

(519) 672-7710

ABOUT US

Pathways Health Centre for Children (Pathways) is a trusted, family-centred community agency supporting children and youth with physical, developmental, and communication needs, along with their families, throughout Sarnia-Lambton. Through a continuum of rehabilitation, developmental, and support services, Pathways helps children, youth, and young adults reach their potential in a welcoming, inclusive, and collaborative environment. Located in Sarnia, the organization plays an important role within the broader children's services, health, and community care system, delivering high-quality, accessible, and equitable services through a skilled interdisciplinary team, while also serving the community through specialized programs, including an on-site licensed childcare centre and a therapeutic pool for individuals of all ages and abilities.

Pathways is more than a service provider; it is a place where children, youth, and families are supported with care, respect, and understanding. By working closely with families, caregivers, community partners, schools, healthcare providers, and other service organizations, Pathways creates coordinated supports that reflect each child's unique strengths, needs, and goals. With a strong commitment to inclusion, accessibility, and family-centred care, Pathways continues to make a meaningful difference in the lives of children and youth across Sarnia-Lambton, helping them participate more fully at home, at school, and in their community.

Mission

Pathways Health Centre for Children will deliver defined services to children, youth and young adults with physical, developmental and communication needs, to help them achieve their potential for a better quality of life.

Vision

Supporting children, youth and young adults to achieve their potential through effective partnerships.

Read more about Pathways here

SARNIA-LAMBTON

Pathways Health Centre for Children is located in Sarnia-Lambton, a welcoming region in Southwestern Ontario where meaningful work and quality of life come together. Situated along the shores of Lake Huron and the St. Clair River, the community offers a unique blend of small-city comfort, natural beauty, and strong local connection.

For employees and their families, Sarnia-Lambton provides an inviting place to live, work, and grow. The region is known for its waterfront, parks, beaches, trails, local events, and close-knit neighbourhoods, making it easy to enjoy life outside of work. Whether spending time along the water, exploring nearby communities, or participating in local recreation and cultural activities, Sarnia-Lambton offers a balanced lifestyle with room to breathe.

Working at Pathways also means becoming part of a community that values care, inclusion, collaboration, and support for children, youth, and families. In a region where community relationships matter, employees have the opportunity to build strong connections, contribute to meaningful local services, and see the impact of their work in the lives of families across Sarnia-Lambton.

Sarnia-Lambton offers the advantages of a connected regional centre while maintaining the warmth and accessibility of a smaller community. For professionals seeking purpose-driven work, a family-friendly environment, and a beautiful place to call home, Pathways and Sarnia-Lambton offer an exceptional opportunity to make a difference while enjoying a fulfilling life in the community.

POSITION DESCRIPTION

Prime Management Group Inc. is pleased to partner with Pathways Health Centre for Children in the recruitment of a collaborative, community-minded, and visionary Chief Executive Officer. Reporting directly to the Board of Directors, the Chief Executive Officer will provide strategic and operational leadership, advance the organization's mission and long-term sustainability, and serve as Pathways' primary ambassador and advocate. As a visible and credible executive leader, this individual will be an effective communicator and trusted relationship-builder, with a leadership style grounded in integrity, empathy, transparency, and collaborative decision-making.

Working closely with the Board of Directors, the Chief Executive Officer will bring sound judgment and support effective governance, implement Board policy and direction, and oversee strategic planning, day-to-day operations, programs, services, staff, volunteers, financial stewardship, quality improvement, accreditation readiness, risk management, and organizational performance. The Chief Executive Officer will ensure Pathways continues to meet exceptional service delivery standards, legislative and regulatory requirements, and funder expectations.

As Pathways continues to grow and considers future opportunities, including a potential new build, the Chief Executive Officer will bring the strategic foresight and operational discipline required to guide thoughtful planning, manage change, and strengthen organizational impact. The Chief Executive Officer will also cultivate strong relationships with government, funders, healthcare and children's services partners, Empowered Kids Ontario, ministry and sector planning tables, community agencies, donors, foundations, volunteers, families, and local stakeholders to support sustainable funding, integrated service delivery, fund development, community engagement, and advocacy for equitable access to care.

Internally, the Chief Executive Officer will foster a positive, accountable, and high-performing culture grounded in equity, diversity, inclusion, anti-ableism, belonging, and continuous improvement. This includes leading and supporting the senior leadership team, strengthening staff and volunteer engagement, promoting effective human resource practices, supporting succession planning, and ensuring a safe, healthy, and prepared workplace. As a values-driven and resilient leader, the Chief Executive Officer will ensure Pathways remains responsive, well-positioned, and focused on delivering meaningful outcomes for children, youth, families, and the community.

QUALIFICATIONS

The successful candidate will bring:

- A graduate degree in social work, psychology, occupational therapy, speech-language pathology, nursing, physiotherapy, health administration, or a related field appropriate to the work of the organization.
- A minimum of seven years' senior management experience, preferably within children's services, health services, community services, the non-profit sector, or an equivalent combination of education and experience.
- Progressive leadership experience in a complex service environment, with demonstrated success in strategic planning, operational oversight, organizational sustainability, change management, and risk management.
- Strong knowledge of children's services, health services, community-based care, Ontario funding models, system structures, and relevant legislative and regulatory requirements.
- Experience working effectively with a governance Board, including policy implementation, strategic planning, accountability reporting, and Board support.
- Demonstrated success in program planning, design, service delivery oversight, quality improvement, evaluation, accreditation readiness, and evidence-informed practice.
- Strong financial and operational acumen, including budgeting, forecasting, reporting, compliance, funder relations, and resource stewardship.
- Proven ability to lead high-performing teams, support staff and volunteer engagement, and foster a positive culture grounded in collaboration, accountability, equity, inclusion, anti-ableism, belonging, and continuous learning.
- Experience building and sustaining relationships with government, funders, healthcare and children's services partners, community agencies, donors, volunteers, families, and other stakeholders.
- Demonstrated ability to support fund development, fundraising initiatives, philanthropic relationships, advocacy, and community engagement.
- A valid Ontario driver's license and access to reliable transportation for Pathways business.

Salary Range: $140,000 - $170,000

The compensation package includes participation in HOOPP, one of Canada's leading defined benefit pension plans.

ABOUT PMG

Meet Prime Management Group Inc.

An international award-winning firm, operated and headquartered in London, Ontario, Prime Management Group Inc. has succeeded for over 30 years as an adaptive, resolute Executive Search firm, impacting organizations and the lives of the people who join them.

Client and Candidate Centric Focus, Collaboration, Teamwork, Respect, Excellence, Honesty, and Integrity form the basis of all Prime Management Group Inc's. relationships. These core values are instrumental in our business success and are witnessed in each and every client and candidate interaction. We respect our clients and value their organizations, employees, and strategic goals, while also placing a high priority on our candidate relationships during their ongoing pursuit of excellence as it relates to their career journey.

We are proactive and accountable in our delivery of recruitment and consulting best practices. We build partnerships that commence at the onset of each project and continue well beyond the placement of the successful candidate - These partnerships and collaborations are founded on mutual respect, professionalism, and trust. As a result, our candidates and clients rely on us to conduct the search with the highest level of accountability and integrity.

OUR TEAM

Prime Management Group Inc.

Founder & President, CPC
Kimberley Chesney

For over 30 years, Kimberley Chesney has been a trusted advisor, industry leader, and confidant to successful leaders in the Private and Public sectors. As Founder & President of Prime Management Group Inc., Kimberley and her team have been entrusted by entrepreneurs and senior executives who are interested in successfully growing their businesses. She is often called upon both nationally and internationally for her strategic business advice and counsel, including senior leaders within the Not-For-Profit sector, to obtain awareness concerning recruitment best practices.

As an avid volunteer, Kimberley has contributed to several local, national, and international Boards, including the Recruitment industry, Not-For-Profit, Community and Social Services, and Healthcare. Kimberley is frequently sought after to speak at industry organizations and conferences to share her industry knowledge. She is also a graduate of Western University and holds a CPC designation.

OUR TEAM

Prime Management Group Inc.

Director of HR Consulting and Talent Acquisition

Michelle Rawson

Michelle has over over 20 years of successful experience in Senior Operational Management, Team Leadership, Corporate Recruitment, Strategy Development and Human Resources with a focus on; C Suite/executive/leadership recruitment and Board directed searches, performance/change management, executive development/training and coaching, conflict resolution, leadership onboarding, recruitment audits, wage and benefit surveys, and business/process integrations.

Michelle's recruitment and HR consulting specialization span several industries including; Finance, Information Technology, Engineering, Health Sciences, Education, Non-Profit and Manufacturing. Having worked and successfully led diverse teams and operations in many of these industries herself, Michelle understands the challenges/complexities that leaders face in attracting, retaining and onboarding top employee and management talent.

Using a highly collaborative approach and strategic approach, Michelle partners with Boards of Directors and executive teams to provide both recruitment and customized HR solutions in a variety of areas to enhance organizational capacity and effectiveness.

Michelle is a graduate of Western University with an honours degree in Political Science, coupled with a Human Resources and Mutual Funds certification.

OUR TEAM

Prime Management Group Inc.

Executive Recruitment & Sourcing Specialist

Katie Kennedy

Katie brings a strong background in customer service and administrative support to her role as Executive Recruitment & Sourcing Specialist at Prime Management Group Inc. She works closely with Senior Consultants on every executive search, helping to create a smooth, positive experience for both candidates and clients.

Drawing on experience in legal and non-profit environments, Katie is known for her friendly, approachable manner, strong attention to detail, and clear communication. She supports executive recruitment, consulting, and HR projects through thoughtful coordination and collaboration

Our Commitment To

EQUITY, DIVERSITY, AND INCLUSION

Addressing Biases

Prime Management Group Inc. emphasizes equity, diversity, and inclusion (EDI) across all recruitment stages. By identifying and addressing biases, we aim for objectivity in our hiring practices, focusing on the skills, qualifications, and potential of candidates, rather than on demographic or personal details.

EDI-Informed Interviews

We ensure interviews are equitable, giving every candidate a fair chance to showcase their skills and abilities without bias. Accommodations are available, we steer clear of discriminatory language, and maintain a consistent question sequence for all interviews.

A Note on Confidentiality

Prime Management Group Inc.'s search process ensures unwavering confidentiality while respectfully adhering to the Human Rights Act to uphold an unbiased and successful process for our candidates.

APPLICATION PROCESS

Working in partnership with **Pathways Health Centre for Children,** Prime Management Group Inc. will be accepting all resumes and cover letters in confidence from interested candidates.

Prime Management Group Inc. is an Executive Search & Recruitment + HR Consulting firm serving clients across Canada and beyond. We are committed to conducting an unbiased recruitment process that aligns with the Human Rights Act, ensuring equity, diversity, and inclusion in our searches. We welcome candidates from all backgrounds and are dedicated to creating an accessible and inclusive recruitment experience. If you require assistance at any stage of the process, please let us know how we can support you.

Interested in this opportunity? Apply here.

CONTACT INFORMATION

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Prime Management Group Inc. does not use artificial intelligence (AI) to screen, assess, or select candidates. Candidate applications are reviewed by a senior Prime Management Group Inc. Executive Search Consultant as part of our recruitment process.