

INTERNAL/EXTERNAL POSTING

Inviting applications for the position of: Director Integrated Care

Location: Travel to all sites required
Hours: 1.0fte – 70hrs bi-weekly
Term: Indeterminate
Salary Range: \$101,800 to 122,200 annually or \$53.93-\$67.14 hourly
Start date: September 30, 2026
Existing Vacancy: yes

Who we are:

Rideau Community Health Services (RCHS) is a non-profit, community-governed health and social service agency that provides comprehensive primary care, health promotion and community development services. Working with partners to provide integrated health and wellness services for various communities throughout Leeds, Grenville and Lanark counties.

What we offer:

- Competitive Rates
- Health Benefits – 100% premium pd,
- Pension Plan - HOOPP
- Generous paid time off
- Team Work
- Professional Development opportunities
- Work/Life Balance and Supportive Culture

About the Role:

See attached Job Description

Submit your expression of interest in the form of cover letter and resume by Sept 18, 2026

To Human Resources hr@rideauchs.ca

All applications are considered confidential. AI screening is not used in hiring.

RCHS is accountable to employees, clients and to the government of Ontario for meeting the standards set by the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") and its regulations. RCHS is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please call 613-269-3400, ext. 228.

Position Title: Director of Integrated Care

Department: Senior Leadership

Reports To: Chief Executive Officer (CEO)

SUMMARY OF JOB:

As part of the Senior Leadership Team, the Director of Integrated Care fosters a culture aligned with the mission, vision, and values of Rideau Community Health Services (RCHS), oversees and supports the risk management and quality programs, provides strategic, operational, and financial oversight, and leads the Integrated Care Teams. The Director applies principles of innovation and business acumen in creating and executing the strategic and operational plans and ensures high-quality service delivery across the organization.

REPRESENTATIVE ACTIVITIES**Program Management**

The Director of Integrated Care oversees collaborative service efforts for RCHS including:

- Lead in the planning, development, quality improvement, and evaluation of service integration.
- Oversee in the development of workplans aligning RCHS' strategic priorities with Ontario Health Team priorities.
- Advocate in the planning, development, quality improvement, and evaluation of Primary Care Services.
- Understand and review data requirements related to funding.
- Support quality improvement, planning, and best practices providing leadership and support to the interdisciplinary teams.
- Lead various initiatives, build partnerships, and collaborate with funders and community partners that support client needs throughout the broader community.
- Apply effective leadership and management skills appropriate for the position and demonstrates content-specific expertise needed for the role.
- Work closely with the Leadership Team to ensure consistent and effective communication.
- Develop and implement mechanisms to support collaboration and ensure the effectiveness of service delivery.
- Support regional outreach to partners, community members, and external organizations to support collaboration.
- Assume other related management duties, as required.

Leadership

- Participate as a member of the Leadership Team.
- Participate in the development of organizational policies and procedures.
- Participate in the effective delivery of services and the efficient administration of the organization as a whole.
- Represent the organization to a variety of audiences internally and externally.
- Organize and deliver team meetings and support planning events.
- Identify staff training and development needs.
- Ensure the Chief Executive Officer is informed of key issues involving finance and administration and/or the organization as a whole.
- In the absence of the Chief Executive Officer, assume acting responsibilities as requested and provide coverage for other departments.
- In consultation with the Chief Executive Officer, undertake negotiations with community agencies with regards to partnership agreements.

COMMON RESPONSIBILITIES:

- Work in a manner that preserves confidentiality and seeks to minimize risk.
- Work in a manner that incorporates health promotion and recognizes the determinants of health.
- Incorporate and strengthen collaborative and interdisciplinary teamwork.
- Respect and value the diversity of communities and individuals.
- Maintain competence and professional licence to practice as appropriate.
- Support the student and volunteer placement programs.
- Promote awareness of and participate in RCHS activities.
- Contribute to the work by participating in meetings and committees.
- Work both regular and extended hours of operation in locations identified by RCHS.
- Contribute to RCHS' practices of hiring, orienting, training and mentoring staff.
- Contribute to the efforts to secure and maximize resources for current and new programs, services, and activities.
- Participate in efforts to enhance capacity through staff development.
- Support and comply with the Occupational Health and Safety policies and procedures.

POSITION REQUIREMENTS

Education

- Undergraduate degree required.
- Masters level degree in health administration or related field preferred – equivalencies in experience will be considered.

Other

- Ability to work flexible hours based on program needs.
- Valid Driver's license, insurance, and the use of a reliable vehicle.
- Cell phone