

POSITION PROFILE

Chief Executive Officer
Langs

PHC
PRESTON HUMAN CAPITAL GROUP

Position Overview

Organization:	**Langs**
Position Title:	Chief Executive Officer (CEO)
Reports To:	Board of Directors
Team:	Seven direct reports including: Director of Finance, Director of Primary Care, Director of Community Services, Director of Health Promotion and Prevention, Regional Director of the Waterloo Wellington Regional Coordination Centre, Director of Performance and Operations, Executive Director of the Cambridge/North Dumfries OHT, other senior leaders as required.
Key Internal Relationships	Board of Directors, Senior Leadership Team, Leadership Team, Physicians and Interprofessional Primary Care Team, Community Health and Outreach Teams, Diabetes Education Program, Mental Health & Wellness Teams, Regional Coordination Centre, Volunteers.
Key External Relationships	Ontario Health, Cambridge & North Dumfries Ontario Health Team, City of Cambridge, Langs Community Development Corporation (LCDC), Partner agencies, Funders, Community stakeholders.
Location:	Main site 1145 Concession Rd. Cambridge, Ontario.
Compensation:	The target salary range is $150,000 to $192,000 including a comprehensive benefits package and HOOPP.
Use of AI:	AI is not currently utilized in the hiring process to screen or assess candidates.

Is This You?

You are a values-driven, community-focused leader who is passionate about equitable, accessible, and integrated healthcare. You understand that strong primary care and community health systems are built on trust, collaboration, and a profound respect for the people and communities they serve.

Langs is a community health centre that is established, trusted, and poised for its next chapter of impact. It is a place with a proud history, a strong culture, a growing $20M budget supporting diverse, unique programs, and 150+ dedicated staff members. Adept at navigating the healthcare system and energized by the unique complexity of Langs, you recognize the value of working in environments where multiple funders, diverse programs, evolving system priorities, and community needs intersect and you are able to bring clarity, steadiness, and strategic focus to support growth and innovation.

A thoughtful visionary, you take the time required to understand a complex organization like Langs and use this learning to help articulate a compelling future that remains grounded in core values and operational realities. As a leader who is able to balance ambition with sustainability, innovation with rigor, and growth with stability, you know when to pause, when to accelerate, and how to make decisions that honour both the mission and the long-term health of Langs.

Emotionally intelligent, you value people and can create psychologically safe environments where staff feel heard, valued, and empowered. Leveraging the belief that culture is not a slogan it is lived behaviour, you model a healthy culture through your authenticity, accountability, and compassion.

Warm, approachable, and collaborative, yet confident and decisive, you have a proven ability to navigate diverse groups with diplomacy and fortitude. You do this by leveraging your knowledge and understanding of the pressures on the primary care system, the unique pressures on community programs, and the realities of interdisciplinary teams functioning within a complex healthcare environment.

As a natural community builder, you can cultivate strong relationships with funders, partners, and government. You are excited about elevating Langs' profile, strengthening its voice, and ensuring Langs remains a leader in integrated, community-based health in Cambridge and North Dumfries.

If this sounds like you, read on.

About Langs

Langs (www.langs.org) is a dynamic, multi-site community health centre serving Cambridge and North Dumfries. For over 45 years, Langs has been a trusted anchor in the community. A place where individuals and families can access primary care, mental health supports, wellness programs, outreach services, and integrated social supports under one roof.

Langs operates a unique **Hub model**, bringing together health, social, and community partners to reduce barriers, strengthen collaboration, and improve health outcomes. The organization's programs and services reflect a deep commitment to the social determinants of health, health equity, and community development.

With a growing **$20M operating budget**, multiple funders, and a broad range of programs from primary care to youth outreach, mental health, seniors' wellness, central intakes and community development, Langs is recognized as a leader in integrated care and collaborative partnerships.

Langs is also a key partner in the **Cambridge & North Dumfries Ontario Health Team**, playing a significant role in system transformation, community engagement, and integrated service delivery.

Langs is proud of their culture which is values-led, psychologically safe, collaborative, and deeply connected to the community. Staff describe Langs as a place that feels like home, a place where people can speak openly, contribute meaningfully, and grow professionally.

As Langs continues to evolve, expand, and strengthen its impact, the next CEO will play a pivotal role in shaping its future.

MISSION

To ensure individuals and families accessing services have a place that feels like home for health, wellness, and community support.

VISION

Changed lives, healthy communities.

VALUES

Respect | Integrity | Collaboration | Belonging | Accountability | Innovation | Excellence

Key Accountabilities ✓

Strategic Leadership

- Ensure programs, services, and the overall organizational culture continuously reflect a commitment to Langs mission, vision, and values.

- Partner with the Board and staff to lead the development, implementation, and monitoring of the multi-year strategic plan.
- Work with the Senior Leadership Team to develop, implement, and monitor the annual operations plan, establishing goals and KPIs that reflect strategic objectives and align with service delivery and community needs.
- Provide visionary leadership that advances integrated, equitable, person-centred care, and proactively addresses challenges and opportunities related to services and program delivery.
- Assess and build organization infrastructure that supports efficiency and overall success while also preparing Langs for future growth.
- Identify emerging trends, risks, and opportunities to support organizational sustainability and innovation.
- Strengthen Langs' position as a leader in primary care, central intake, community health, and integrated service delivery through internal and community leadership.
- Balance Langs' grassroots origins with progressive, sustainable growth and system leadership.
- Oversee the implementation of and compliance with labour standards, Health and Safety regulations and other practices and processes required to maintain a safe work environment.
- Ensure oversight and compliance with all regulatory standards and reporting requirements and collaborate with staff team to ensure ongoing assessment, risk management, and improvement of mission-based services to support current and future accreditation.

Program Excellence & Integrated Care

- Foster a culture of quality improvement, accountability, and excellence across all programs and services through ongoing evaluation, meeting accreditation standards, and continuous learning.
- Partner with clinical and community staff teams to ensure delivery of safe, effective, evidence-informed, client-centred care.
- Champion continuous quality improvement and performance measurement frameworks.
- Promote equitable access to care and services that address the social determinants of health.
- Strengthen integration across primary care, mental health, community health, and outreach programs.
- Enhance patient access and coordination through central intake programs.

People

- Model and sustain a healthy workplace culture grounded in psychological safety, respect, belonging, and wellness.
- Partner with the Senior Leadership Team to ensure optimal staff engagement, retention, learning, performance, and shared accountability.
- Manage, coach, and motivate the senior leadership team to meet individual and organizational goals while also working together to create a culture of collaboration, accountability, cross-functional alignment, and service excellence.
- Ensure organizational practices reflect principles of equity, diversity, inclusion, and access.
- Support transparent communication and meaningful staff engagement across all sites.

Finance & Infrastructure

- Ensure the effective overall management of financial, human, technological, and physical resources.
- Work closely with the Director of Finance and the Finance Committee to develop and monitor annual budgets and long-term financial plans for approval by the Board of Directors.
- Oversee financial controls, reporting, procurement, and compliance with funder requirements.
- Lead infrastructure planning, space optimization, and future capital expansion initiatives.
- Strengthen organizational systems, processes, and other infrastructure to support organization growth and effectiveness.

Governance

- Attend Board meetings providing reports on a monthly basis and as required to support Board oversight, decision-making, risk management and mitigation, and strategic direction.
- Support clarity of roles between governance and operations to ensure effective decision-making, accountability, and organizational performance.
- Partner with the Executive to support Board member training and development to strengthen governance capacity and effectiveness.
- Partner with the Board to maintain organizational policies, bylaws, and governance frameworks and support the implementation of Board policies and procedures.
- Support Board recruitment and retention.

Community, System & Funder Engagement

- Serve as the primary spokesperson and ambassador, promoting and leveraging Langs' unique value proposition in a manner that builds engagement and support with funders, partners, and other supporters across the greater Cambridge community.
- Represent Langs on external committees, including the Cambridge & North Dumfries Ontario Health Team Leadership Council, Mental Health and Addictions System Transformation Table, Central Intake Advisory Table, Lead Agency for Children and Youth Planning, HART Hub WR Strategy and Accountability Table.
- Deliver strategic advocacy on behalf of Langs for policies and initiatives that improve health outcomes and reduce barriers to care for the local community.
- Work with staff to strengthen Langs' profile, brand, and reputation as a leader in integrated community health through marketing and public relations initiatives.
- Participate as a Board member of the Langs Community Development Corporation and support sustainability of the Hub model.

FIRST-YEAR PRIORITIES

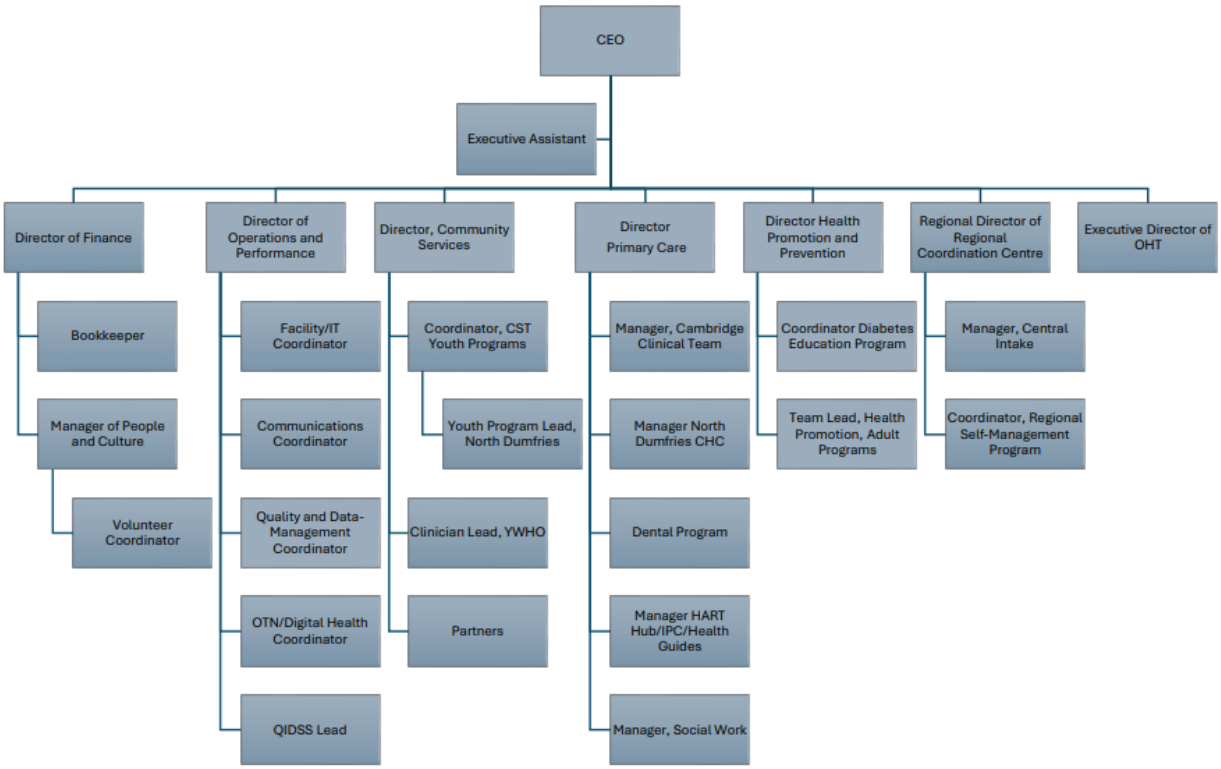
- **Learn and stabilize:** Guide Langs through a leadership transition while building a deep understanding of Langs' history, culture, programs, funders, system context, staff team, and volunteers.
- **Operationalize the strategic plan:** Translate strategic priorities into clear operational goals and measurable outcomes.
- **Maintain funder relationships:** Ensure strong relationships with Ontario Health, the City of Cambridge, and other key funders.
- **Review organizational structure:** Assess and refine structure to ensure efficiency, effectiveness, and sustainability.
- **Support and develop staff:** Strengthen leadership development, mentorship, and performance management.
- **Enhance infrastructure and systems:** Review processes, reporting, and operational systems across the organization.
- **Elevate Langs' profile:** Further reinforce advocacy, communications, and system leadership.
- **Balance growth with sustainability:** Ensure Langs remains relevant, competitive, and financially stable through managed, sustainable growth.

Qualifications and Competencies

- Progressive senior leadership experience working within the healthcare system in Ontario is required along with a passion for the mission, vision, and values of community health centres.

- Demonstrated experience leading complex programs with multiple funders.
- Experience working directly with a Board of Directors with strong knowledge of governance best practices.
- Demonstrated experience with the financial oversight, controls, budget development, and management for a publicly funded healthcare and non-profit corporation.
- Knowledge of community trends and provincial priorities to ensure and identify expansion/innovation opportunities.
- Proven experience building, leading, coaching, and retaining high performing teams along with a demonstrated ability to build trust and create psychologically safe environments.
- Exceptional interpersonal skills, with a proven ability to effectively listen, collaborate, and engage staff, volunteers, and other partners to achieve organization objectives.
- Experience with government funding relationships, including healthcare delivery services and building relationships with local and provincial government.
- Proven ability to build unity amongst diverse audiences employing excellent communication, relationship-building, and advocacy skills in a manner that elevates organization profile and supports annual and strategic goals.
- Experience with program and service evaluation including quality assurance.
- History ensuring health and safety standards and managing and mitigating risk in a direct service facility.
- Experience with capital expansion, infrastructure planning, and multi-site operations is an asset
- Highly diplomatic with solid negotiation, conflict resolution, and problem-solving skills.
- Exceptional verbal, written and presentation skills.
- Demonstrated commitment to equity, diversity, inclusion, belonging, and health equity.
- Degree in a related field (e.g., public or healthcare administration,) is an asset or a relevant combination of education and experience.
- Availability to work on-site five days a week with some evening and weekend work.

Organization Chart



Application Instructions

Langs is an organization where people belong. Langs is committed to promoting Inclusion, Diversity, Equity, and Access for all our staff, patients, participants, and volunteers. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. Langs strives for an inclusive environment centred on employee wellbeing and supportive leadership.

Langs is committed to fostering a recruitment process that reflects the diversity of the communities it serves. Applications from individuals of all backgrounds are welcomed and encouraged.

Preston Human Capital Group is conducting this search in partnership with Langs. If you are looking for an outstanding challenge and meet the qualification criteria, we look forward to hearing from you. **Please include a cover letter and resume addressed to Lori Radke at lori@phcap.ca. The posting closes on December 11, 2026, at 5pm ET.** Applications will be reviewed on an ongoing basis. Thank you for your interest but please note that only candidates selected for an interview will be contacted. No phone calls please.