

Canadian Mental Health Association Lambton Kent (CMHA LK)

Chief Executive Officer

The Canadian Mental Health Association Lambton Kent (CMHA LK) is a respected community-based non-profit organization delivering high-quality mental health and addictions services to individuals across Lambton and Kent counties. Through a client-centred and trauma-informed approach, CMHA LK provides care that honours diversity, promotes inclusion, and fosters strong community relationships. With a deep-rooted commitment to equity, reconciliation, and system transformation, CMHA LK has become a trusted leader in the regional health landscape.

Prime Management Group Inc. is pleased to partner with CMHA LK in the recruitment of a strategic, people-focused **Chief Executive Officer (CEO)**. This is a meaningful leadership opportunity for a purpose-driven executive to guide a progressive organization with a collaborative culture and a vision for integrated care. Based in either the Sarnia or Chatham office, with regular presence across both sites, the CEO will be well-positioned to build on a legacy of innovation and partnership, advancing the organization's mission through dynamic leadership rooted in a deep commitment to the community.

Reporting to the Board of Directors, the strategic executive CEO will be responsible for the overall leadership of CMHA Lambton Kent, ensuring alignment with its mission, long-term strategy, and evolving community needs. This includes providing clear direction for operational planning, aligning strategic priorities with execution, and encouraging an environment rooted in accountability, client-centred values, and continuous improvement. The forward-thinking CEO will champion mental health and addictions awareness, elevating public understanding across the Lambton Kent region and advancing solutions that address local needs. By engaging with clients, staff, healthcare partners, and community leaders, they will promote equitable access to care and build collaborative relationships that strengthen CMHA LK's position within an integrated and evolving health system.

Working across the broader care landscape, the visionary leader will champion efforts that enhance client pathways, deepen partnerships, and embed culturally safe practices, particularly in collaboration with Indigenous communities. Their ability to foster trust, coordination, and shared purpose will be essential to the organization's continued leadership in system transformation. This leader will cultivate an inclusive and high-performing workplace culture, supporting staff development and encouraging innovation. Providing strong oversight of risk management, program quality, and regulatory compliance, they will ensure CMHA LK operates with integrity and a clear commitment to excellence.

Serving as Secretary to the Board, they will contribute to policy evolution, board development, and sound decision-making processes. They will also lead fiscal planning and stewardship, oversee the annual budget, and ensure transparency and financial sustainability. Additionally, they will oversee the accreditation process to ensure that CMHA LK continues to be recognized with exemplary standing.

The confident and knowledgeable CEO will act as a unifying presence across CMHA LK's regions, progressing organizational influence and fostering deep community engagement. Through a balanced focus on people, systems, and results, this leader will ensure that clients remain at the heart of the organization's vision and impact.

To qualify for this rewarding position, the successful CEO must have:

- A Master's degree in Health, Social Work, Public Administration, Business Administration, or a related field, or an equivalent combination of education and experience.
- Ideally, 10 or more years of progressive senior leadership experience in healthcare, social services, or mental health and addictions, with a track record of leading organizations through growth, transformation, and evolving system demands.
- Demonstrated experience working with a governance Board, including strategy development, policy alignment, and effective reporting.
- In-depth knowledge of Ontario's mental health and addictions landscape, community-based care models, and integrated partnership structures such as Ontario Health Teams.
- Proven ability to build and sustain relationships with diverse stakeholders, including government, healthcare partners, Indigenous communities, and the non-profit sector.
- A collaborative leadership style grounded in transparency, accountability, and values-based decision-making.
- Strong communication and advocacy skills, with experience in project management, stakeholder engagement, public representation, and media relations.
- Sound financial oversight capabilities, including budgeting, funding proposals, and long-term resource planning.
- A valid Ontario driver's license and access to reliable transportation for regional travel.

Working in partnership with the Canadian Mental Health Association Lambton Kent, Prime Management Group Inc. will accept all resumes and cover letters from interested candidates in confidence. To express your interest in this opportunity, please submit your application [here](#).

Requests for additional information about the role and/or confidential suggestions or nominations may also be submitted. Please contact **Colleen Young (colleeny@pmg.on.ca)** to discuss this role in confidence.

Prime Management Group Inc. is an Executive Search & Recruitment + HR Consulting firm serving Southwestern Ontario and beyond. Our search process ensures unwavering confidentiality while respectfully adhering to the Human Rights Act to uphold an unbiased and successful process for our candidates. We are committed to equity, value, and diversity and welcome applicants from diverse backgrounds.