

**Executive Director  
STAR Family Health Team  
Stratford, Ontario**

STAR Family Health Team (STAR) is a well-established, community-rooted primary care organization serving Stratford, Tavistock, and the surrounding region. Through an integrated, interdisciplinary care model, STAR delivers high quality, accessible, and patient centred primary health care to approximately 21,000 patients across three clinic sites. Embedded within physician practices, STAR's collaborative approach strengthens continuity of care, enhances patient experience, and supports strong team-based practice.

Prime Management Group Inc. is pleased to partner with STAR in the recruitment of a collaborative, strategic, and values-driven Executive Director. This is a meaningful leadership opportunity for an experienced healthcare executive who is motivated by community impact, system integration, and people first leadership.

Given the organization's integrated clinical model and strong local relationships, regular on-site presence across all clinic locations is essential, and candidates with strong knowledge of Ontario's primary care system, or the ability to quickly build credibility within it, will be well positioned for success.

### **The Opportunity**

Reporting to the Board of Directors, the Executive Director is responsible for the overall leadership and stewardship of STAR Family Health Team. The Executive Director will guide the organization through a period of transition and system evolution, ensuring alignment with provincial priorities, Ontario Health requirements, and the organization's strategic plan, while preserving the collaborative culture that has been carefully built over time. The Executive Director will serve as a trusted partner to physicians, interprofessional care providers, administrative staff, and community stakeholders, balancing operational excellence with relationship-based leadership. This role requires a leader who is comfortable navigating complexity, fostering alignment across diverse interests, and translating strategy into meaningful action.

### **Key Responsibilities**

#### **Organizational & Strategic Leadership**

- Provide clear, steady leadership aligned with STAR's mission, vision, and values

- Work in close partnership with the Board to advance strategic priorities and organizational sustainability
- Translate strategic plans into actionable operational goals with measurable outcomes
- Serve as Secretary/Treasurer (ex-officio) to the Board and support strong governance practices

#### Primary Care Integration & System Collaboration

- Lead STAR's integrated model of care across multiple physician clinic sites
- Build and sustain effective relationships with physicians, Ontario Health, and community partners
- Represent the organization in regional and provincial forums, advocacy initiatives, and system-planning discussions

#### People, Culture & Operations

- Foster a respectful, inclusive, and high-performing workplace culture
- Provide leadership across human resources, including recruitment, performance management, and staff development
- Support teams through change while maintaining trust, engagement, and clarity
- Oversee day-to-day operations including program delivery, privacy, quality improvement, and health and safety

#### Financial Stewardship & Risk Management

- Lead financial planning, budgeting, and reporting in a publicly funded healthcare environment
- Ensure responsible stewardship of multiple funding streams and compliance with funding agreements
- Oversee organizational risk management, compliance, and accountability frameworks

### **The Ideal Candidate**

The successful candidate will bring a combination of healthcare leadership experience, strong interpersonal skills, and practical operational expertise, along with a leadership style grounded in humility, collaboration, and sound judgment.

### **Qualifications & Experience**

- Post-secondary degree in Health Administration, Business Administration, Public Administration, or a related field; or an equivalent combination of education and experience

- Minimum 5 years of progressive leadership experience, ideally within primary care, community health, or a not-for-profit healthcare environment
- Demonstrated experience working effectively with a governance Board
- Strong understanding of Ontario's primary care landscape, funding models, and system partners
- Proven strengths in financial oversight, human resources leadership, and organizational operations
- Exceptional communication skills with the ability to engage diverse stakeholders with credibility and diplomacy

### **Leadership Attributes**

- Collaborative, grounded, and relationship-oriented leadership style
- Comfortable navigating complex and competing priorities
- Strategic thinker with the ability to operationalize plans
- Respected communicator and advocate for primary care and community health
- Commitment to equity, inclusion, and culturally safe care

### **Why Join STAR Family Health Team?**

- Lead a respected, community focused primary care organization with a strong reputation
- Work alongside dedicated physicians, allied health professionals, and administrative teams
- Make a meaningful impact on patient care and system level collaboration
- Competitive compensation plus benefits package
- Live and work in Stratford, a vibrant community known for its arts, culture, and exceptional quality of life

### **How to Apply**

Working in partnership with Prime Management Group Inc., all applications will be held in strict confidence. Interested candidates are invited to submit a resume and cover letter outlining their interest and qualifications. [Please apply here.](#)

Confidential inquiries, nominations, or expressions of interest may be directed to:

**Colleen Young**

Prime Management Group Inc.

 [colleeny@pmg.on.ca](mailto:colleeny@pmg.on.ca)



STAR Family Health Team is an inclusive employer and is committed to employment equity. Accommodations are available throughout the recruitment and selection process.