



# Opportunity Profile

CHIEF EXECUTIVE OFFICER  
CALVARY PLACE PERSONAL CARE HOME

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NELSON/KRAFT  
AND ASSOCIATES

# EXECUTIVE SUMMARY

Calvary Place Personal Care Home ("CPPCH") seeks an experienced, compassionate Chief Executive Officer to provide overall leadership and direction to all components of CPPCH. The CEO will be responsible for developing and implementing a strategic plan with the board to determine the continued progress of CPPCH. The CEO is also responsible for representing CPPCH in the Winnipeg and Manitoba health communities and building positive funding partnerships with the Winnipeg Health Authority and donors.

This is an opportunity to position the organization as it seeks to position its facilities in the coming years. By leading an exceptional team, the CEO implements a Board-approved organizational structure that ensures the residents' highest-quality and most efficient care.

The successful candidate will demonstrate strong leadership and conflict management skills within a unionized environment and project an approachable, understanding, and honest character to all staff. In addition, the CEO will work closely with the management team to build a collaborative culture where all employees feel valued and heard. A strong background in Human Resources, with the ability to effectively manage recruitment, retention, and employee development initiatives, will be essential to fostering a supportive and engaged workforce.







## OUR VALUES

Focusing on Christ-like care is our mandate. Each resident is seen as an individual with unique and special needs.

As we fulfill the Golden Rule of "doing unto others as we would have them do unto us" we demonstrate Christ's love.

# KEY RESPONSIBILITIES

Under the general direction of the Board, in alignment with the Vision, Mission and Values of the Calvary Place Personal Care Home, the CEO:

- Provides overall leadership, direction, and administration to operations, including all components of the CPPCH.
- Assists the Board in its governance role through the preparation of draft policies, advice on Board procedural issues (rules of order), arrangements for Board education and the provision of relevant reports.
- Represents and conveys the spiritual and cultural values of CPPCH and its Board to the management, staff and residents of CPPCH, as well as to external agencies and associates.
- Develops, updates and implements a Board-approved Strategic Plan, aligning organizational and operational priorities with the Plan to achieve its goals within approved timelines.
- Develops, updates and implements a Board-approved organizational structure for CPPCH.







- Directs the preparation of annual operating and capital budgets and long-range financial strategies that comply with Board expectations and generally accepted accounting principles and will achieve the organization's objectives.
- Leads long-range planning initiatives and provides executive leadership to capital projects as required.
- Ensures the organization complies with all legal requirements, including those in the legislation, regulations, municipal bylaws, contracts and agreements, and applicable government/health authority/licensing policies.
- Establishes and maintains effective communication and relationships with CPPCH members, churches, health authorities, community and government agencies, other healthcare organizations, the media and the general public.

# COMPETENCIES

- Must demonstrate effective leadership, planning and organizational skills.
- Must demonstrate effective written and oral communication skills.
- Must have the ability to develop and maintain effective interpersonal working relationships with external contacts and the CPPCH Board and foster the same at all levels in a complex organizational and operational environment.
- Must be skilled in the use of computers and any other technology required to carry out the duties and functions of the position.

# QUALIFICATIONS

- Degree in Business and/or Health Care Administration.
- Qualification for membership in the Canadian College of Health Service Executives.
- Minimum of 7 years of recent related experience in a senior executive position, preferably in health care or the equivalent combination of education and business administration experience.
- Personal beliefs and values that are in harmony with the spiritual beliefs and values of Calvary Place Personal Care Home and the Board of Directors of Calvary Place Personal Care Home.

# OUR SEARCH TEAM



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## **MARK KRAFT** LEADING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



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## **MATT ROBBERSTAD** SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

# ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

**Location:** Winnipeg, MB

**Application Deadline:** April 22, 2025

**Short List Interviews:** May 2025

**Start Date:** TBD

## HOW TO APPLY

Apply online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.