

Shelter Health Network Association

JOB POSTING - Executive Director

Hamilton, Ontario | Hybrid | 0.6 FTE (24 hours/week)

Reports to: Lead Physician

Three-year pilot, with possibility of renewal

Salary: Commensurate with experience

About SHN

The Shelter Health Network Association (SHN) is a physician-led organization providing primary healthcare to people experiencing homelessness, housing instability, and complex health and social challenges across Hamilton.

Since 2005, SHN has partnered with shelters, housing programs, community organizations, and healthcare providers to deliver care where people live and access services. SHN includes 36 physicians, along with nurse practitioners, nurses, and clinical and administrative staff, and is funded through an Alternative Funding Agreement with the Ontario Ministry of Health.

Following a strategic planning process in 2026, SHN is creating a new **Executive Director** role to help lead its next stage of growth and development.

The Opportunity

SHN is seeking a **collaborative, relationship-oriented leader** who understands homelessness and the complex intersection of health, housing, mental health, substance use, poverty, and social services.

The Executive Director will work closely with the Lead Physician and Executive Committee to provide strategic and operational leadership, strengthen community and health system partnerships, support organizational development, and help SHN deliver high-quality, equitable care.

This role is particularly suited to someone who has worked in **health or social services, community health, homelessness, housing, mental health and addiction, or a related field**, and who wants to influence change at both the organizational and systems level.

Key Responsibilities

- Lead implementation of SHN's strategic priorities and organizational plans.

- Strengthen partnerships across Hamilton's healthcare, housing, homelessness, and social service sectors.
- Identify opportunities to improve and expand SHN programs and services.
- Oversee budgeting, financial planning, funding agreements, and resource allocation.
- Develop partnerships, explore funding opportunities, and collaborative initiatives.
- Represent SHN at community and health system planning tables.
- Lead organizational communications and stakeholder engagement.
- Support privacy, risk management, policy development, and organizational accountability.
- Oversee the effective use of SHN's electronic medical record and information systems.

What We're Looking For

The successful candidate will bring:

- **A Master's degree or equivalent combination of education and experience** in health, social services, public administration, community development, business, or a related field.
- **3–5 years of progressive leadership experience** in healthcare, social services, community services, homelessness, housing, or a related sector.
- **Meaningful local experience working with people experiencing homelessness or housing instability.**
- A strong understanding of the health and social issues affecting people experiencing homelessness.
- Experience building partnerships across healthcare, social services, housing, government, and community organizations.
- Strong strategic planning, program development, financial management, and organizational skills.
- Excellent communication, facilitation, and relationship-building abilities.
- A demonstrated commitment to **health equity, inclusion, and social justice.**

Experience in a physician-led healthcare environment is a definite asset.

Why SHN?

This is an opportunity to play a significant leadership role in a physician-led organization at an important point in its evolution.

You will help shape SHN's future, strengthen connections between healthcare and social services in Hamilton, and contribute to better outcomes for people who face some of the greatest barriers to care.

Equity, Diversity and Inclusion

SHN is committed to an inclusive and equitable workplace that reflects the communities we serve. We welcome applications from individuals of all backgrounds, including Indigenous peoples, Black and racialized persons, persons with disabilities, and members of 2SLGBTQIA+ communities.

Accommodations are available throughout the recruitment and selection process in accordance with the Ontario Human Rights Code.

Due to the position being 24 hours per week and a three-year pilot, the Hiring Committee is open to innovative employment relationships, including secondment or job-sharing.

To Apply

Please submit a **cover letter and résumé no later than Friday, September 18 at 5:00 pm** outlining your relevant experience and interest in the position.

To: **Hiring Committee Chair**
hiring@shelterhealthnetwork.ca

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