



Employment Opportunity: Mission Integration Manager

Job Title: Mission Integration Manager
Reports to: President & CEO

Type: Full-Time Remote
Compensation: Competitive compensation and benefits commensurate with experience

About CHSO

Catholic Health Sponsors of Ontario (CHSO) supports a network of twenty-three (23) health care and social services organizations across Ontario, in addition to an operational portfolio that supports justice, peace and integrity of creation, carrying forward a legacy of compassion and service to people experiencing vulnerability. Rooted in a mission of inclusivity and care, CHSO unites the Catholic health care and social services community to provide integrated, high-quality services that address the needs of patients, residents and clients.

Position Summary

Reporting directly to the President & CEO and working in close collaboration with the Director of Healthy Communities, the Mission Integration Manager ensures the integrity and integration of CHSO's mission and Catholic identity in all aspects of strategic and operational activities by being responsible for the informed development and promotion of CHSO's mission activity, including supporting mission formation at CHSO's Sponsored Organizations. The Mission Integration Manager is a mission and values-aligned cultivator of strong relationships and Catholic identity stewardship across the provincial health care and social services system and acts as an ambassador of CHSO, inspiring trust and confidence through exceptional client service. The ideal candidate is a proactive problem-solver who thrives in a fast-paced, collaborative virtual environment while managing multiple time-sensitive priorities.

Key Responsibilities

- Provides leadership on theological issues that affect day-to-day operations.
- Integrates mission and values in decision-making processes by reviewing and updating policies and procedures.
- Promotes the integration of Catholic social teachings/traditions into the organizations' strategic/operational plans.
- Develops criteria and methods for the evaluation of mission and values implementation and integration for the Sponsor and Sponsored Organizations.
- Acts as a resource with respect to organizational ethical issues or dilemmas.
- Develops, leads, facilitates and conducts high-quality formation and education modules, learning and orientation sessions, seminars, retreats and workshops for leadership and staff of the Sponsor and Sponsored Organizations with focus on integrating the mission and values into patient care, policies, programs and strategic initiatives.
- Develops, coordinates and delivers the Mission Leadership Program.
- Supports Sponsored Organizations seeking guidance or advice on various issues related to ethics, mission and values, including the development of education programs that enhance the mission and values.
- Ability to operate effectively within a Catholic governance context and a working knowledge of how the institution of the Catholic Church is structured/functions.
- Coordinates and implements the annual Living the Mission Awards and chairs the Awards' selection committee.
- Maintains awareness of and directs plans for celebrations related to the organizations' history and legacy, such as milestone anniversary celebrations.
- Promotes and enhances the mission and values through storytelling and championing the legacy of the founding congregations.
- Develops and implements strategies that promote the heritage and legacy of the founding congregations.
- Responsible for the upkeep and recognition of Catholic and cultural symbols, artifacts and artwork, ensuring they reflect and celebrate the heritage and legacy.
- Engages and maintains relationships with value-based partners, including Catholic Church officials.



Qualifications

Education & Experience

- Masters degree in Theology, Ethics, Social Sciences, or relevant discipline from a recognized educational institution or a combination of relevant education and experience in ethics and adult education. PhD/Doctorate degree an asset but not required.
- 4-6 years working with progressive responsibilities in Catholic and/or moral theology, ethics, or social work within complex organizations (faith-based, not for profit and/or health care preferred).
- Demonstrated experience and/or knowledge of Catholic and/or moral theology.
- Demonstrated experience developing and executing integrated strategies, managing partner engagement and delivering executive-level communications.
- Experience with supporting issues and engagement with values-based partners in complex, multi-partner environments.

Skills & Core Competencies

- Mission Alignment: Understanding of Catholic health care and social services' identity, values and the role of sponsorship; able to communicate with sensitivity on mission and Catholic Social Teachings; ability to support and communicate Catholic identity in a professional capacity; ability to work with sensitivity and without discrimination towards people of diverse cultures, races/ethnicity, socio-economic positions, ages, religions, genders, physical/mental health challenges/disabilities and sexual orientations.
- Exceptional Writing & Editing: Ability to craft clear, compelling copy for diverse audiences (executive, governance, clinical, public, faith communities) and channels (web, email, social, print, speeches).
- Strategic & Analytical: Skilled at linking mission to organizational strategy; comfortable with metrics, dashboards and insights-driven optimization.
- Digital Proficiency: Proficient in business software including such programs as Microsoft Word, Excel, PowerPoint, Visio, Teams and Outlook;
- Relationship Building, Engagement & Facilitation: Strong relationship-builder with excellent listening skills; able to convene partners, synthesize perspectives and enable co-creation; strong interpersonal skills and the ability to interact and build relationships with individuals from various backgrounds, both within and outside of the organizations; ability to integrate and apply the principles and practices of adult education as they relate to promoting awareness of the mission and values.
- Judgment & Discretion: Experience handling sensitive topics; strong understanding of privacy, confidentiality, reputational risk and cultural/faith considerations; manages issues in a professional and caring manner; ability to think independently and problem-solve where challenging situations can unexpectedly arise requiring quick decision-making and immediate action.
- Project Management: Organized, deadline-driven and adept at managing multiple priorities and values-based partners; strong ability to prioritize, manage challenging deadlines while at the same time ensuring very high quality in the final work product.

Knowledge

- Awareness of Ontario's health system and not-for-profit governance, including the role of sponsors in Catholic health care and social services.
- Understanding of the Catholic tradition, the Health Ethics Guide (as amended from time to time), Catholic Social Teachings and knowledge and understanding of other faiths and traditions.
- Understanding of media environment, public policy processes and sector associations relevant to health care and social services in Ontario.

What We Offer

- Opportunity to contribute to a meaningful mission that advances compassionate, high-quality care across Ontario.
- A collaborative, respectful team culture that values formation, learning and shared impact.
- Competitive compensation and benefits commensurate with experience.
- Flexible, hybrid work environment with periodic travel within Ontario.



How to Apply

We invite highly qualified candidates who are passionate about making a difference in Catholic health care and social services in the not-for-profit sector to submit their resume and cover letter detailing their relevant experience to the President & CEO at chco@chco.ca by **July 17, 2026**.

While we appreciate all applications, only those selected for an interview will be contacted. Thank you for your interest.

OUR VISION:

Healthy communities that care for all, consistent with our values.

OUR MISSION:

To honour the healing Ministry of Jesus by advancing health care and social services, building on the legacy of Catholic Sisters in caring for the vulnerable and promoting the common good.

OUR VALUES:

Dignity

Treating all people with respect, at all stages of life

Wellbeing

Care for all, body, mind and spirit

Service

Advocating with our communities and sponsored organizations to meet the diverse service needs to those experiencing vulnerability

Collaboration

Working cooperatively with partners in health and social service systems

Prudence

Stewarding the finite resources entrusted to our care