



Registrar and Chief Executive Officer

The College of Massage Therapists of Ontario (CMTO) is the regulator established by the provincial government to regulate the practice of Massage Therapy and to govern the conduct of Registered Massage Therapists (RMTs) through the provisions of the Regulated Health Professions Act, 1991 (RHPA) and the Massage Therapy Act, 1991. CMTO is dedicated to excellence in protecting the public's interest, guiding its registrants, and promoting the highest possible quality of the practice of Massage Therapy. CMTO is 1 of 26 regulatory Colleges that oversee their respective health professions in the province of Ontario, as set out by the RHPA. CMTO is directed by a governing body Council which is comprised of 9 RMTs elected by their peers on a geographical or academic basis, and up to 8 public members appointed by the Lieutenant Governor of Ontario. CMTO has been regulating the Massage Therapy profession in Ontario since 1919.

CMTO has an annual budget of \$13,300,000.00 with 43 full time and 4 part-time/contract employees. As of January 1, 2021, there are 14,635 Massage Therapists registered with CMTO. For additional information about CMTO generally, please visit their website at: <https://www.cmtto.com/>.

The Position

CMTO is seeking an exceptional, visionary, and innovative leader for the Registrar and CEO (Registrar/CEO). The Registrar/CEO is appointed by, reports to, and is accountable to the Council. The primary function of the College is to act in the interest of the public and to ensure the quality of Massage Therapy practice. This means monitoring and assessing compliance with the Standards of Practice and professional conduct for all Registered Massage Therapists (RMTs) in Ontario. CMTO also maintains a public register of RMTs and other information about the profession to assist the public in choosing an RMT for care.

The Registrar/CEO is accountable for the leadership, direction, and day-to-day management of all operations of the organization. Responsible to the Council, the Registrar/CEO will provide vision, leadership, and influence to lead the transformation and continued evolution of CMTO during a time of change and opportunity, amidst uncertainty in the regulated health professions landscape. Additionally, the Registrar/CEO will be accountable to the Council for organizational effectiveness and efficiency related to the goals and objectives of the Strategic Plan. The Registrar/CEO will provide authentic leadership while advancing CMTO's strategic directions, workplace culture, and partnerships. Further, this role will lead the overall business of the organization, including planning, developing, organizing, and administering all of CMTO's operations.

Key leadership priorities for the Registrar and CEO will be to:

- Ensure CMTO's continued strategic commitment to and focus on transparency, quality, and regulatory modernization in accordance with legislation and policies established by Council.
- Lead the development of a Strategic Plan and Financial Strategy.
- Develop, inspire, and lead organizational modernization with an unwavering focus on excellence through quality improvement, technology, management accountability, financial stability and sustainability, and best practices.
- Support and empower an employee and stakeholder engagement strategy that reinforces diversity, equity, and inclusion.
- Advocate for and position CMTO related to potential changes in the regulated health professions landscape.



- Partner and build relationships with internal and external stakeholders, and leaders to ensure that CMTO is always acting in the interest of the public and ensures the highest quality of Massage Therapy practice.
- Optimize opportunities for leadership and innovation by actively seeking out new external relationships across the provider community, universities and colleges, government, and other regional and provincial partners, as appropriate.

Experience

The Registrar/CEO must be able to demonstrate a highly authentic blend of leadership qualities and competencies, along with superb relationship skills, that will ensure that CMTO continues to be a very successful and collaborative organization. She/he must be an exceptionally strong communicator, change agent, partnership builder, visionary, engaging, and results and outcomes-focused. She/he must inspire teams and stakeholders and be able to bring people, ideas, systems, and processes together to ensure the quality of practice for Massage Therapists in the Province. The Registrar/CEO must be an experienced, inclusive, and visionary change leader with leadership experience in regulated and similarly complex environments. Recognized as an effective change leader and successful in building relationships, she/he must be confident, operationally savvy, and innovative. To confidentially explore this opportunity, please email your resume or query, quoting the appropriate position title, to Judy Mandelman or Nancy Lismer at resumes@promeus.ca.

