

# College of Nurses of Ontario

## Director, Strategy

With a purpose to protect the public by promoting safe nursing practice, the College of Nurses of Ontario (CNO), is the regulatory body for over 190,000 registered nurses (RNs), registered practical nurses (RPNs) and nurse practitioners (NPs) in Ontario. Since 1963, CNO has set the requirements for entry to practice, established standards of practice, ensured a high quality of care, and held nurses accountable for their conduct and practice. Located in downtown Toronto, with over 400 staff, CNO acts in accordance with legislation from the [Regulated Health Professions Act](#) (RHPA) and the [Nursing Act](#) of 1991.

CNO is seeking a Director of Strategy to lead the design and development of strategic approaches and plans related to regulatory programs and policies, governance support to Council, and external relations.

Reporting to the Chief Operating Officer and applying an enterprise perspective, the Director will lead the research, design and development of regulatory policies, regulatory programs and practice standards, collaborating with internal teams to fully support their implementation and delivery.

The Director will lead the development and implementation of a stakeholder consultation / relations strategy ensuring the inclusion of a broad and diverse group of interested parties.

The Director will lead the fulfilment and reporting activities for CNO's existing strategic plan. Starting next year, the Director will develop and lead the process to create and implement CNO's new strategic plan, including establishing and monitoring key performance indicators, and developing and implementing processes to track and report progress. As a member of CNO's leadership team, the Director will act as a collaborative steward to promote CNO's organizational health.

As the ideal candidate, you have a relevant graduate degree combined with accreditation related to governance. Relevant professional and leadership experience includes responsibility for strategic planning, corporate governance, and leading regulation change process within Ontario's legislative system. You are known as highly collaborative and effective leader who models excellence, respect, and trust. Leveraging superior communication skills, you establish purposeful relationships with diverse stakeholder communities, and thrive in complex, changing environments, embracing challenges, and striving for growth. You will join a dynamic team and play a key role in helping to support CNO's leadership journey.

Applications are encouraged immediately and should be submitted online at <https://careers.odgersberndtson.com/en-ca/29280>. For more information, please contact [Hanita Kargaran](mailto:Hanita.Kargaran@OdgersBerndtson.com) of Odgers Berndtson at [Hanita.Kargaran@OdgersBerndtson.com](mailto:Hanita.Kargaran@OdgersBerndtson.com). We thank all those who express an interest, however only those chosen for further consideration will be contacted.

CNO affirms its commitment to DEI by striving to be diverse, inclusive, fair, equitable and accessible by addressing barriers and promoting dignity and respect for all.

In accordance with all applicable provincial accessibility standards, upon request, accommodation will be provided to applicants by both Odgers Berndtson and CNO throughout the recruitment, selection and/or assessment process.

Odgers Berndtson is deeply committed to diversity, equity, and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, our DEI team would like to encourage you to take a moment and access our [Self-Declaration Form](#).