



Ontario AIDS Network Executive Director

The offices of the OAN are located on the traditional territory of the Mississaugas of the Credit First Nation, the Haudenosaunee and the Huron-Wendat. For thousands of years, it has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit River.

Ontario AIDS Network recognizes and honours the experience and knowledge of the Indigenous Elders, Knowledge Keepers and partners who have supported us in our work. We also recognize the culture, strength, contributions and resilience of First Nation, Inuit, and Métis people on these lands.

[Ontario AIDS Network \(OAN\)](#) is the provincial association of 45 AIDS Service Organizations (ASOs) and AIDS Programs in Ontario that work collectively to provide a just and effective response to HIV and AIDS. It is the voice of the HIV sector in Ontario, and it identifies, explores, and develops positions to help Ontario make progress against the HIV epidemic. In 1986, about a dozen AIDS Service Organizations recognized the need for information-sharing and peer support; thus, the Ontario AIDS Network was born. For over 20 years, the OAN has evolved and grown to a membership of over 45 agencies, creating one of the strongest health movements in Ontario. The OAN is also a leader in the AIDS movement with representation on the Ontario Ministry of Health Advisory Committee on HIV/AIDS and the Ontario HIV Treatment Network. OAN strives to unite those working to end the HIV and AIDS epidemic in Ontario, pursuing social justice for people with HIV and AIDS and helping its members build skills and capacity. It is within this context that OAN invites nominations and applications for the role of **Executive Director**, a position that will have an indelible impact on the future of the organization as it continues to lead and inspire a strong, shared, and effective response to HIV and AIDS in Ontario.

The next Executive Director will be an individual who provides strategic leadership to the organization and its members while demonstrating empathy and understanding for the varying parties with whom they interact. This individual has direct exposure or working knowledge of various foundational documents, policies, and industry frameworks and principles [including [Ontario Accord](#), *Greater Involvement of People Living with or Affected by HIV/AIDS (GIPA)*, and *Meaningful Engagement of People*

with HIV/AIDS (MEPA)] and must have deep knowledge around matters of anti-racism, anti-oppression, reconciliation, and liberation. The Executive Director will be a relational leader with resolution and mediation skills and has gained experience in leadership roles that call for reaching consensus among a range of diverse groups. Responsibilities under the purview of the Executive Director include reporting to and supporting the Board of Directors, building and maintaining strong relationships with the organization's members, overseeing operations (including finance and human resources), and managing external relations and OAN's communications. Ultimately, the Executive Director must have a big-picture outlook, and an unwavering commitment to OAN's mission and vision.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the OAN environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) progressive management experience in a non-profit organization preferably with a background in the HIV/AIDS movement and knowledge of the key populations impacted by HIV in Ontario; B) experience in building strong organizational systems and structures (i.e., policies, procedures); C) the ability to outreach effectively and build strong relationships with a range of external parties, including government bodies, OAN's membership, community partners and the greater community, etc.; D) excellent financial acumen, and the capacity to manage a million+ budget with multiple programs and funding streams, and; E) a proven track record of success in advocacy-related positions.

How to Apply

OAN acknowledges and celebrates our diversity which includes: gender, culture, sexual orientation, socio-economic status, language, ethnicity, immigration status and country of origin. We are committed to removing barriers that impede access to information and services. We train our staff and members to be sensitive and respectful to the needs of people from all backgrounds. We advocate for support and information that is personally meaningful and respectful of each person's particular culture and socio-economic experience, is sex-positive, gay-positive and non-judgmental concerning injection drug use. We make accommodations to serve the specific needs of our diverse population. Those living with and affected by HIV continue to face stigma and discrimination in many aspects of their lives. The OAN

will ensure that its members have the necessary tools, services and programs that will combat stigma and end discrimination.

*OAN is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their résumé to Melissa Sumnauth by e-mailing msumnauth@bipocsearch.com, or can apply through the BIPOC Executive Search mobile app.***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Melissa Sumnauth aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.
