

Chief People and Professional Practice Officer Health PEI | Charlottetown, Prince Edward Island

Health PEI is the health authority for Prince Edward Island, Canada - a unified One Island Health System, dedicated to providing Islanders with the right care, by the right provider, in the right place. Governed by a Board of Directors, Health PEI is accountable to the Minister of Health and Wellness and works collectively on behalf of all Islanders to ensure the management and delivery of safe, high-quality health care that meets or exceeds national standards. Headquartered in the capital city of Charlottetown, Health PEI manages an extensive network of hospitals, health centres, extended care homes, mental health and addiction facilities, and primary care sites, delivering a comprehensive range of programs and services across the province.

Health PEI is currently undergoing a period of significant transformation and measurable progress. In the past year (as of May 2025), over 419,000 primary care visits were delivered, more than 8,600 Islanders were newly connected to a primary care provider and wait times for key services such as MRIs and emergency admissions have been substantially reduced. Surgical capacity has increased by 36%, and the cataract surgery backlog is on track to be eliminated by 2025. These improvements are supported by a \$1.1 billion operating budget and a \$300 million capital investment plan aimed at strengthening frontline care and modernizing infrastructure. Central to Health PEI's success is its people; 7,400 staff across the Island and working collaboratively with multiple health authorities and other provincial governments to deliver health services. We have a connected system underpinned by shared technology and a spirit of innovation. Health PEI's commitment to staff is rooted in their Employee Value Proposition (EVP), which articulates the organization's commitment to its people. The EVP is built on three pillars: **My Path** – offering opportunities for meaningful career development; **My Team** – fostering a culture of pride and collaboration; **Our Health PEI** – empowering staff to drive innovation and system-wide improvement.

We are looking for energetic leaders to join a high performing and accountable healthcare team. We are driven to connect every Islander with primary care and ensure our health services meet or exceed national standards. We are making progress and need skilled and collaborative leaders to connect across communities, staff and government organization to drive change, implementation and measurable results.

Health PEI is seeking a strategic, systems-focused executive to serve as its inaugural Chief People and Professional Practice Officer (CPPO). This is a pivotal leadership role tasked with transforming how Human Resources partners with and supports the broader organization. Health care is a people business – with over 7,400 staff, the CPPO will unify the HR and Professional Practice functions under a renewed mandate to modernize HR systems, provide professional support for a credentialed workforce, and strengthen the employee experience across the province's integrated health system – all guided by a reimagined People Plan. Reporting directly to the CEO and working in close partnership with senior leaders across Health PEI and government, the CPPO will lead workforce strategy and policy to support system-wide transformation. Through a focused business partner model, they will lead teams responsible for maximizing recruitment and enhancing onboarding, advancing labour

relations and supporting staff development, all while reducing reliance on agency staff. This is a unique opportunity to shape the talent and culture strategy of one of Canada's most community-centered health systems – while living in a province known for its exceptional quality of life, coastal charm, and close-knit communities.

The ideal candidate is an accomplished executive with a strong background in leading people and workforce portfolios in complex, unionized healthcare or public sector environments. While not necessarily a clinician, they bring a deep appreciation for professional practice and can credibly bridge the worlds of credentialed clinical staff and corporate people strategy. They are a collaborative, high-EQ leader with exceptional communication skills – someone who thrives in fast-paced environments and drives change with empathy, accountability, and true partnership. A Master's degree in human resources, healthcare administration, public administration, or a related field is preferred. This leader has a demonstrated track record in organizational development, HR modernization, and stakeholder engagement. They've successfully guided teams through complex labour relations challenges and are energized by the opportunity to help shape the future of healthcare delivery by empowering and supporting the workforce at its core. Experience within or adjacent to healthcare systems – and a clear commitment to equity, engagement, and continuous improvement – is essential.

To Apply

To explore this opportunity further in confidence, please submit your resume and letter of interest online at <https://careers.odgers.com/en-ca/30479>

For further information, please contact Sarah Shaikh, Engagement Manager, at sarah.shaikh@odgers.com. We would like to thank all applicants but regret that we are only able to personally contact those individuals whose backgrounds best match the requirements for the role.

Diversity, Equity, and Inclusion

Health PEI is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019, and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers and Health PEI throughout the recruitment, selection and/or assessment process to applicants with disabilities.