



Mental Health - Care & Research
Santé mentale - Soins et recherche

Recruiting The Royal's Future President and CEO

About the Search Committee

The Royal's Board of Trustees is conducting a national/global search for The Royal's next President and Chief Executive Officer (CEO). The board has established a search committee to lead this work. The search committee includes representatives from the board, medical staff, the Client Advisory Council, and hospital leadership as well as the Chairs of the University of Ottawa Institute of Mental Health Research and The Royal's Foundation boards.

The Search Committee works with the full board and other stakeholders to determine a candidate profile; help identify potential candidates; determine interview questions; and address other administrative items as they arise. This group will craft the final recommendation on the selected candidate to the full Royal Ottawa Health Care Group (ROHGG) Board.

Search Committee Members

- **Chair:** Pari Johnston, Vice-Chair ROHCG Board and Chair People, Talent and Culture Committee
- **Vice-Chair:** Jim Brockbank, ROHCG Board and Governance Committee member
- Sharon Squire, Chair ROHCG Board
- Niraj Bhargava, ROHCG Board and People, Talent and Culture Committee member
- Jacline Nyman, ROHCG Board, Finance and Audit Committee member, University of Ottawa
- David Somppi, ROHCG Board, People, Talent and Culture member and member of past CEO search Committee
- Glenda O'Hara, Chair, The Royal's Client Advisory Council
- Esther Millar, Vice President, Patient Care Services & Chief Nursing Executive, ROHCG Board member (ex-officio)
- Dr. Gail Beck, Interim Chief of Staff, ROHCG Board (ex-officio)
- Dr. Colin Cameron, Medical Staff Association Representative, The Royal
- Steve West, Chair, IMHR Board
- Jane Duchscher, Chair, Foundation Board

Search Committee Guiding Principles:

- **EXCITEMENT:** We welcome and embrace possibility and share the excitement of new collaborative leadership at The Royal.
- **INCLUSION:** The Search Committee, process and engagement will demonstrate adherence to diversity, equity, and inclusion, which includes an intentional approach to being aware of and addressing unconscious bias. The process will be open and transparent and include broad internal and external consultation to ensure we are learning and hearing from a range of perspectives in the broad and diverse community we serve.
- **COMPREHENSIVE:** We will ensure that the search seeks a leader who can represent and support hope, access, and new possibilities; clinical, research and education excellence; and system leadership at The Royal.
- **ENGAGEMENT, COMMUNICATION and TRANSPARENCY:** We will engage early in the process to seek input from our stakeholders and community to build understanding, trust, share excitement and offer opportunity for feedback and support in defining the forward-looking requirements for the next CEO. We will demonstrate that we value the voices of the many stakeholders through active engagement, thoughtful consideration of their views, and transparent, timely and regular communication.
- **TRUST:** We will act in a manner that builds trust and respect through active participation, ethical practice, and due diligence. We will be honest and forthright with our feedback and insights. We will trust ourselves and each other.
- **ACCOUNTABILITY:** We will ensure decisions are made in service of the broad community and diverse stakeholders the Royal serves.
- **GOVERNANCE:** We will ensure we exemplify our governance role by ensuring we act in the best interest of the organization and clients when making decisions.