



Lake of the Woods District Hospital

DIRECTOR, DESIGN AND CONSTRUCTION

Lake of the Woods District Hospital (LWDH) is an 81-bed acute care hospital serving Kenora, surrounding Northwestern Ontario communities and a significant seasonal population. Located on the shores of beautiful Lake of the Woods, LWDH provides a comprehensive range of healthcare services, including 24-hour emergency care, surgery, dialysis, chemotherapy, rehabilitation, diagnostic imaging, visiting specialist services, and community mental health and addictions programming. Supported by a dedicated team and accredited by Accreditation Canada, the hospital is committed to its vision of **extraordinary care for every patient**, guided by the values of compassion, collaboration, excellence, integrity and respect. A regional leader in surgical services, diagnostic imaging, laboratory, and mental health, LWDH continues to grow and innovate to bring care closer to home and meet the evolving needs of the diverse population.

LWDH is embarking on an exciting, transformative new hospital project as part of a larger campus of care, and in partnership with Ogimaawabiitong (Kenora Chiefs Advisory). The project reflects a commitment to reconciliation and to building a modern healthcare facility for the future. In May 2025, the Province of Ontario announced a \$50 million investment to advance the project through detailed design and procurement. Set in a region celebrated as the “Muskoka of the North,” LWDH offers a distinctive connection between healthcare and community, with its lakeside setting reflecting the exceptional natural environment and northern lifestyle that define the area.

Reporting to the VP, Capital Redevelopment, the **Director, Design and Construction** will lead Northwestern Ontario’s most significant healthcare infrastructure initiative: the development of a new 350,000 square foot hospital designed to serve the region for generations. This newly created senior leadership role will oversee a complex, multi stakeholder capital project extending beyond a hospital building to encompass an integrated campus of care, advanced technology, regional health services, and the meaningful integration of Indigenous cultures and traditional healing practices. Working in close partnership with Kenora Chiefs Advisory, government partners and diverse project stakeholders, the Director will drive planning, design, approvals and development through to opening day. This is an opportunity to bring strategic vision, collaborative leadership and expertise in complex capital projects to an enduring legacy initiative, shaping a forward looking, sustainable healthcare campus with lasting regional impact.

EXPERIENCE & SKILLS

- Minimum 10 years of progressively responsible experience in major capital planning, design, construction or project delivery.
- Proven leadership of major institutional, healthcare or public infrastructure projects, ideally valued at \$300M+. Ontario healthcare capital planning experience preferred.
- Strong technical expertise in design, construction, procurement, contracts, project controls, budgets, scheduling, risk, change management and commissioning.
- Experience with public sector procurement models, including P3/AFP, Design Build, DBF or Integrated Project Delivery.

- Knowledge of government approvals, Infrastructure Ontario, Ministry of Health, municipal approvals, building codes and public procurement.
- Demonstrated people leadership, negotiation, stakeholder management, conflict resolution, coaching and team development.
- Experience working with Indigenous communities, preferably on complex infrastructure projects.
- Strong strategic thinking, emotional intelligence, resilience and decisiveness, with the ability to challenge constructively and maintain rigorous project controls.
- Executive and technical credibility with consultants, contractors, regulators, senior executives and governance bodies.
- Collaborative, values driven leadership style grounded in integrity, accountability, reconciliation, cultural competency and continuous improvement.
- Ability to thrive in complex, high pressure environments with competing priorities, sensitive negotiations and diverse stakeholder interests.
- Motivated by public service, organizational transformation and delivering a lasting community legacy.

Education: Degree in architecture, engineering, project management or a related discipline required. Professional designations such as P.Eng., OAA, PMP or PQS, and LEED credentials, are assets.

COMPENSATION & BENEFITS

- A base compensation range of \$150,000-\$163,000
- Vacation – 5 weeks after 1 year
- HOOPP Pension

LWDH is dedicated to promoting diversity, equity, inclusion, and belonging in the workplace. LWDH celebrates and welcomes the diversity of all employees, professional staff, community partners, volunteers, and learners.

The hospital has adopted this policy as part of its commitment to foster an environment where everyone feels as though they belong and that their dignity, beliefs, and identity are respected. To achieve this, they strive to create a supportive work environment and a culture that welcomes everyone and encourages equitable opportunities for all employees. The hospital will comply with all applicable legislation in pursuit of these endeavors.

APPLICATION PROCESS

This search is being conducted by [crawfordconnect](https://www.crawfordconnect.com), a search firm specializing in recruiting leaders for Canada's non-profit sector.

Please submit your cover letter and resume to apply@crawfordconnect.com, identifying the position and organization in the subject line. **Applications are encouraged as soon as possible and must be received by November 13, 2026.**

We thank all applicants for applying; however, only qualified candidates selected for an interview will be contacted.

This is an existing vacancy. Artificial Intelligence (AI) is not used in the candidate assessment or selection process.