



Call for Board of Trustee Nominations

The Governance Committee of the Centre for Addiction and Mental Health Board of Trustees invites recommendations of individuals who might be interested in being considered for appointment to the Board.

About The Centre for Addiction and Mental Health (CAMH)

The Centre for Addiction and Mental Health (CAMH) is Canada's largest mental health teaching hospital and one of the world's leading research centres in its field. CAMH is fully affiliated with the University of Toronto and is a Pan American Health Organization/World Health Organization Collaborating Centre.

With a dedicated staff of more than 3,000 physicians, clinicians, researchers, educators and support staff, CAMH offers outstanding clinical care to more than 34,000 patients each year. The organization conducts groundbreaking research, provides expert training to health care professionals and scientists, develops innovative health promotion and prevention strategies, and advocates on public policy issues at all levels of government. And through the CAMH Foundation, we're working to raise tens of millions of additional dollars to fund new programs and research and augment services.

To learn more about CAMH visit <https://www.camh.ca/>

Commitment to Diversity and Equity

CAMH has been a leader in diversity and equity. We have been working to eliminate disparities in health status to enable each and every individual to lead a healthy life. Health equity means that we all have equal access to opportunities to attain a higher level of health through timely, appropriate and high-quality care independent of social, economic and demographic status.

CAMH makes a continuous effort to reduce disparities in mental illness and treatment through advocacy, data collection, policy-related activities, research and training programs. These programs aim to consider the causes of health inequities and disparities, and specifically the social determinants of health. These programs pay particular attention to obstacles associated with socio-economic, race, immigration, education and gender status—with the goal of promoting equal opportunities for all and distributing resources to reduce disparities and avoidable inequities.

To learn more about CAMH's commitment to Diversity and Equity, visit <https://www.camh.ca/en/driving-change/health-equity>

Board of Trustees

The Board of Trustees of CAMH has overall responsibility for the governance of CAMH. It provides strategic leadership to CAMH in establishing its vision, mission and core values and defining policies that reflect them. It adopts policies to ensure the effective management of the organization's human and financial resources. The Board is also responsible to its funders and the community at large for the operations of CAMH.

To learn more about the Board of Trustees, visit <https://www.camh.ca/en/driving-change/about-camh/performance-and-accountability/camh-board-committees-and-meetings-and-procedures>

Trustee Attributes

All incoming Trustees, regardless of career background or skillset, will bring the following:

- Passion for CAMH's Vision, Purpose and Mission and personal alignment with our Values
- Commitment to collegiality, respect, consensus-building, equity and inclusion
- Board governance acumen – understanding the principles of board governance, the fiduciary responsibilities of a Board and individual Trustees, and the risks associated with governance
- General financial literacy – the ability to assess and understand financial information presented (operating and capital) and thoughtfully ask questions and challenge executive staff when necessary

In light of upcoming vacancies, there is particular interest in recruiting individuals who would bring a high level of competency and credibility in multiple of the following areas:

- Finance – including but not limited to executive experience in Finance and/or Accounting, experience with financial control, budgeting, reporting and oversight of organizations and projects, and the ability to present financial information/statements effectively to the board.
- Strategy and strategic planning – including but not limited to experience leading teams to articulate a vision, identify strategic priorities, oversee organizational performance, and adapt to emerging challenges and opportunities.
- Property development – including but not limited to executive experience with commercial development and property development processes and planning, and familiarity with public private partnerships and the risks associated with them.
- Community and social services – including but not limited to experience leading, navigating, advocating, creating and influencing policy, and partnership building within the ecosystem of publicly and charitably funded community and social services providers.
- Healthcare leadership – including but not limited to executive experience in healthcare, the social determinants of health, health system transformation, governance of knowledge exchange, medical technology, hospital management and operations, and large-scale organizational research.
- Reconciliation – including but not limited to the ability to provide expert oversight, insight, and foresight regarding the hospital's efforts to identify and close the gaps in health outcomes between Indigenous Peoples (First Nations, Inuit and Metis) and non-Indigenous communities.

- Equity, Diversity & Inclusion – including but not limited to the ability to provide expert oversight, insight, and foresight regarding the hospital’s efforts to assess and remove obstacles associated with socio-economic, race, immigration, education and gender status—with the goal of promoting equal opportunities for all patients, staff, and volunteers, and distributing resources to reduce disparities in mental health and treatment.
- Governance and commercialization of research – including but not limited to the ability to provide expert oversight, insight, and foresight regarding the governance of the hospital’s research goals, assets, and activities; and the application, translation, and commercialization of research outputs.
- Information technology – including but not limited to the ability to provide expert oversight, insight, and foresight regarding technology investments and IT governance, particularly in areas such as cybersecurity, digitization, cloud migration, data privacy, and emerging technologies.
- Human resources and labour relations – including but not limited to executive experience in the fields of human resources, labour relations, and organizational development.

The Board’s overriding consideration in identifying and confirming individuals to serve as Trustees is credibility, experience, and ability to serve in relation to the governance needs of CAMH. All candidates must possess the qualifications, experience and commitment required to govern an institution of the size, complexity and reputation of CAMH and should reflect the diversity of the communities served by the Hospital.

Submission of Nominations

Please submit recommendations of individuals who demonstrate the qualities and experience described in this profile by February 28, 2022. In your email, please specify the individual’s full name and biographical information in the form of website links, biographical summaries and/or CVs. Recommendations can be provided in confidence by email to Nick Chambers of Boyden Executive Search at nchambers@boyden.com.