

Executive Director

Silver Linings Foundation (SLF) is embarking on a search for our new Executive Director. Over the past 10 years, our board and staff have laid the foundation for an exciting next stage - the opening of a new live-in treatment centre in partnership with Alberta Health Services and Edgewood Health Network. For the next three years, our vision is to support the centre in offering world-class treatment and to develop a Centre of Excellence in care for eating disorders.

We are looking for someone who excels at building relationships and fostering partnerships. If you are nimble and thrive on finding new opportunities to develop a small but mighty team, please apply! We would love to find someone who is driven and also recognizes that working in tandem with larger systems requires ingenuity, perseverance and patience. The sky is the limit with this group of passionate board members!

ABOUT THE ROLE

The Executive Director holds the senior leadership staff position, and reports to the Board of Directors through its Chair. Under the authority of the Board, the Executive Director assumes responsibility for the implementation of the strategic plan and the overall management of the agency.

The Executive Director acts as the face of the organization and builds relationships with key community partners, primarily in the realm of ongoing treatment center development. This role will drive continued advocacy for excellence in eating disorder recovery support.

Leadership through partnership begins with the Board, a group of highly engaged, skilled, and passionate volunteers. This role also requires oversight of 8 part-time consultants which include: Fund Development Manager; Administrative Assistant / Volunteer Coordinator; Social Media Specialist; Communications Specialist; Community Navigator/Nurse; Project Manager; Community Engagement Coordinator; and a Peer Mentor/Mentee Coordinator.

The successful candidate will join an organization that has established many core elements (skills-based board; policies; staffing model; facility, etc.) but which is at the stage of “proof of concept” with this new live-in treatment centre. The Executive Director will also join us during a board-led capital campaign that is instrumental in supporting our current efforts.

On the horizon is the development of a Community Care Centre of Excellence that will bring researchers, clinicians, and people with lived experience together, to increase knowledge and services for early intervention, treatment and long term recovery of eating disorders.

CORE RESPONSIBILITIES

Relationship Building, Advocacy & Awareness

- Builds strong relationships with key stakeholders (Edgewood & AHS) to create best live-in treatment centre for eating disorders
- Together with Board Chair / Directors, continue advocacy with three levels of government to improve care and access for eating disorder support
- Promote awareness of SLF's mission and goals within community.
- Lead and gather stakeholders in Eating Disorder Awareness Week planning
- Join fundraising, networking and community events as SLF representative

Strategy & Board Relations

- Research, propose, facilitate partnership models to deliver on mission.
- Provide advice, guidance and support to Board and committees.
- Participate in all Board meetings and Board Committees.
- Set organizational goals and outcomes, report to Board on progress.
- Develop, presents and manage annual budget with board approval
- Support board recruitment and development activities.

Fund Development

- Partner with Board in treatment centre capital campaign
- Build comprehensive fundraising strategies for financial sustainability
- Provide leadership, direction and support for operational funding
- Engage donors and major gifts prospects
- Leverage networks and resources of Board and supporters to achieve Foundation's philanthropic goals

Organizational & Personnel Management

- Operationalize vision, mission and strategic priorities of the organization
- Oversee day-to-day operations / identify resources for operational needs
- Implement all policies on behalf of Board with staff and volunteers
- Collaborate with staff, leadership volunteers + community stakeholders
- Hire, supervise and evaluate all staff and consultants.
- Foster supportive workplace through open communication and respect
- Set clear, realistic and measurable goals with staff.

ABOUT YOU

The ideal candidate will recognize this opportunity is more than a job, it is a mission: to build relationships and harness the resources of our community to build something necessary, and necessarily world-class. You need not be an expert in eating disorders, but understanding the realities and challenges of mental illness is essential in this role.

You must be a master of relationship-building: with the board, government, and community partners. The ideal candidate identifies with and exemplifies SLF's values of Compassion, Excellence, Inclusion, Determination, Collaboration, and Adaptability.

The successful candidate will appreciate the nuances of working with a highly-engaged Board, seeing this relationship as an opportunity for collaboration and impact. The Executive Director will take the work seriously, but imbued with a sense of camaraderie and fun. They will combine confidence with curiosity; energy with empathy.

PREFERRED PROFESSIONAL & EDUCATIONAL BACKGROUND

Demonstrated Proficiency

- Minimum seven years progressive management and leadership experience
- Strong relationship building skills
- Project management experience (strategic, not purely tactical)
- Business administration competency to lead and oversee operations/finance
- Fundraising experience considered a strong asset
- Government relations experience would be helpful
- Understanding of eating disorders may be helpful, but not required
- An appreciation of and empathy for mental illness and mental health is critical

Education / Professional Designation

- A university degree in one of the following preferred areas: healthcare, business administration, social work, public relations, or nonprofit management.
- Equivalent experience will be considered

ABOUT EATING DISORDERS & TREATMENT

Eating Disorders (EDs) are serious, complex, and potentially fatal mental illnesses. They are associated with the highest hospitalization rates and costs and unfortunately have the highest mortality rate of all mental illnesses, including depression. 198,000 (4.5%) Albertans are suffering from an eating disorder at any given time. This number is from 2019 and has likely increased as a result of the pandemic. It's estimated that only 1 in 10 people with EDs receive treatment.

Behind these numbers are individuals and families who suffer in their unique ways, but all of whom will encounter either the prevailing stigma surrounding mental illness or barriers to adequate treatment.

Treatment and support for eating disorders is typically tiered based on severity of illness. Below is Alberta's current continuum of care for eating disorders.



Hospitalization is essential for extreme cases of ED, but it's an incomplete solution for treatment. Medical intervention is only accessible for individuals with life-threatening presentations of EDs, leaving many in the category of "not sick enough", but who remain incredibly unwell. Even for those admitted to hospital, it's only until medical stability is achieved and patients often receive little to no support for long-term recovery. Hospital discharge is often the point where families feel ill-equipped to support their loved one, who still requires substantial care.

Currently, Alberta offers only outpatient and inpatient services, and is without a specialized, long-term live-in treatment centre for eating disorders. Devastating to the body, mind, and relationships, EDs can also exert a significant financial toll on individuals and families chasing after limited live-in treatment options. Lack of live-in treatment options in the province means people must seek this kind of treatment elsewhere. Out-of-province care costs on average \$1000/day with a typical duration of \$90-days. Such an extraordinary expense obviously places critical care out of reach for the majority of people suffering in Alberta. This often leads to inadequate care, further medical instability, the revolving door of repeat omissions, or worse.

A BOLD VISION TO BRIDGE THE GAP

The Silver Linings Recovery Centre in Calgary, Alberta will be a world-class treatment centre, providing the most up-to-date, evidence-based treatments for eating disorders. It will include a multidisciplinary team composed of a psychiatrist, family physician, nurses, mental health clinicians (social workers and psychologists), dietitians, occupational and recreational therapists, all specializing in the treatment of EDs. We will also be investing in ongoing research with the University of Calgary to build a body of evidence to measure treatment variables and outcomes.

In line with current practices, the centre will offer 12 beds in a home-like setting for medically stable youth age 14 to 24, who require continued supervision and support. Individuals can expect to stay around 12 weeks, during which time their families will have opportunities to stay closely involved so they can stay in pace with the growth a patient is making. This model will ensure everyone involved is well-prepared for the post treatment return home.

This centre will be the bridge between intensive in-patient care and out-patient community life. SLF hopes this program will expand to support clients with out-patient components ensuring seamless care to the client in their process of sustainable recovery.

OUR VALUES

We are compassionate: Our shared experience with eating disorders guides our actions. We put client needs first and provide hope and support throughout recovery.

We pursue excellence: We strive for excellence in all that we do. We partner with highly skilled professionals to deliver effective, evidenced-based programs/services and actively engage with the eating disorder research community to identify and implement best practices.

We are determined: We are unwavering in our dedication to help those impacted by eating disorders. We are bold in our approach and pursue innovative solutions to achieve our goals.

We are collaborative: We are committed to collaborative thought and action. We work as partners with the greater health care community and believe by working together we can achieve better outcomes for all.

We are inclusive: We are committed to providing all clients, and their families and friends, with ongoing access to the highest quality care and information.

We are adaptive: We believe flexibility is essential to achieve transformational change. We continually adjust and respond to our reality to best meet clients' needs.

SUCCESS THROUGH PARTNERSHIP

This centre will be an integrated, best-in-class facility for the treatment of eating disorders. Collaboration at all stages is paramount, from concept to funding and operations. Our partnerships with Government of Alberta, Alberta Health Services, Edgewood, and the community will allow us to fill the gap in Alberta's continuum of care for people with eating disorders.

To explore this exceptional leadership opportunity in confidence, please contact:

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