Haldimand Norfolk Housing Corporation
requires a
Chief Executive Officer
(Permanent Full-Time)

Location – Simcoe, Ontario, with regular travel throughout Haldimand and Norfolk Counties
Annual Salary – $153,302 to $164,800, commensurate with qualifications and experience

This posting is for an existing vacancy.

Haldimand Norfolk Housing Corporation is seeking an experienced, forward-thinking leader to provide strategic direction and executive leadership across its community housing portfolio in Haldimand and Norfolk Counties. This is an opportunity to help shape the organization's future during a significant period of housing development, portfolio growth, and organizational transition.

About the Role

Reporting to the Board of Directors, the Chief Executive Officer provides strategic and operational leadership across the Corporation's housing portfolio, including housing managed under property management agreements.

The CEO will oversee the completion of current housing developments, advance future development opportunities, pursue and administer government funding, and oversee long-term financial, capital, and asset management strategies to protect, modernize, and grow the housing portfolio.

The role requires a leader who can balance strategic direction with effective operations, financial stewardship, community partnerships, and organizational growth.

Key Responsibilities

Strategic Leadership & Governance

- Lead the development, implementation, and evaluation of the Corporation's strategic plan.
- Provide executive leadership across the Corporation's financial, operational, administrative, residential, maintenance, and technical functions.
- Provide timely, accurate, and strategic advice and reporting to the Board to support informed decision-making and effective governance.
- Maintain a strong relationship with the Board, ensure compliance with governance requirements, and lead and support the Senior Leadership Team.

Funding & Government Relations

- Identify, pursue, and administer federal, provincial, and municipal funding opportunities to support housing development, capital renewal, and strategic priorities.
- Build and maintain effective relationships with government representatives, municipal officials, funding partners, and the Service Manager.
- Monitor housing policy, legislation, and government programs, ensure compliance with funding requirements, and advocate for HNHC's interests.

Communication & Community Relations

- Represent the Corporation with municipal councils, the Joint Shareholders, elected officials, community organizations, and housing-sector partners.
- Build partnerships that support housing stability, community well-being, and HNHC's strategic priorities, and serve as the Corporation's spokesperson on significant or sensitive matters.

Housing Development & Growth

- Provide executive leadership for the planning, funding, and delivery of new housing development initiatives.
- Work with municipal planners, developers, consultants, contractors, government partners, and community organizations to advance development opportunities.
- Oversee major housing development and capital projects and identify opportunities to expand and strengthen the portfolio.

Asset Management

- Provide executive oversight of the Corporation's asset management strategy and long-term capital planning.
- Ensure lifecycle needs, capital priorities, regulatory requirements, energy efficiency, and portfolio risks are appropriately identified and addressed.
- Work with the Director of Development and Technical Services and the Chief Financial Officer to align capital plans, reserves, funding, and organizational priorities, and keep the Board informed of significant risks and requirements.

Operations & Organizational Leadership

- Provide executive oversight of operations and ensure alignment with the strategic plan, Board direction, legislation, policies, and service standards.
- Work closely with the Chief Operating Officer and Senior Leadership Team to support effective, efficient, and responsive service delivery.
- Ensure the organization has the systems, resources, policies, training, and accountability structures required for strong performance and a culture of safety, collaboration, continuous improvement, and resident-centred service.

What You Bring

Education & Experience

- A university degree in Business Administration, Public Administration, Social Sciences, or a related field, or an equivalent combination of education and senior leadership experience.
- A minimum of 10 years of progressively responsible management experience, including significant senior leadership experience in affordable housing, property management, municipal or public administration, or a closely related sector.
- Demonstrated experience leading a complex organization, managing multi-million-dollar operating and capital budgets, and working within a governance structure.
- Experience pursuing, securing, and administering government funding for housing, capital, or community infrastructure initiatives. Relevant professional certification or continuing education is considered an asset.

Knowledge & Expertise

- Strong knowledge of applicable housing, corporate, employment, labour relations, privacy, accessibility, and occupational health and safety legislation, including the Residential Tenancies Act and Housing Services Act.
- Understanding of government housing policy, funding programs, municipal and public-sector accountability, collective agreement administration, and governance requirements.
- Understanding of asset management principles, lifecycle planning, capital reserve strategies, and long-term portfolio sustainability.
- Valid Ontario Class G driver's licence and access to a reliable vehicle.

Skills & Attributes

- Strategic and forward-thinking leader with strong business, financial, and organizational acumen.
- Exceptional communication, relationship-building, and political acuity.
- Advanced judgment, problem-solving, negotiation, conflict resolution, and mediation skills.
- Proven ability to lead and develop a high-performing Senior Leadership Team and foster strong organizational performance.
- Demonstrated integrity, accountability, a commitment to equity and inclusion, and the ability to lead through change.

Why Join HNHC?

This is an opportunity to lead a well-established community housing organization during a period of significant growth and transition. The successful candidate will work with a committed Board, an experienced Senior Leadership Team, municipal and community partners, and staff across the organization to guide new housing development, strengthen the existing portfolio, and shape HNHC's future direction.

Benefits

- Participation in the OMERS defined benefit pension plan.
- Comprehensive health, dental, vision, life insurance, and long-term disability benefits.
- Paid vacation.
- Professional development opportunities.

How to Apply

Qualified candidates are invited to submit a cover letter and resume by 2:00 p.m. on Wednesday, December 9, 2026 to:

Board of Directors
Haldimand Norfolk Housing Corporation
Email: hnhc@hnhousing.ca

Please quote "**Chief Executive Officer"** in the subject line of your email.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

The successful candidate will be required to provide a satisfactory Criminal Record Check as a condition of employment.

Equity, Diversity & Inclusion

Haldimand Norfolk Housing Corporation is committed to fostering an inclusive and accessible workplace that values diversity. We welcome applications from qualified individuals of all backgrounds and encourage applications from members of equity-deserving groups.

Accessibility

HNHC is committed to providing accommodations throughout the recruitment and selection process in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation at any stage of the recruitment process, please advise us and we will work with you to meet your needs.