

BOARD DIRECTOR RECRUITMENT (Volunteer Position)

About Us

Pilgrims Hospice Society (PHS) provides supportive and compassionate family-centred care to enhance the quality and dignity of life for those diagnosed with a progressive, life-threatening illness, as well as support to those who are grieving. Guided by our commitment to dignity, respect, and community, we serve individuals and families during some of life's most vulnerable moments.

As a community-based, not-for-profit organization, Pilgrims Hospice Society is governed by a volunteer Board of Directors responsible for strategic leadership, governance oversight, and stewardship of the organization's mission and resources.

Opportunity

The Board of Directors is currently seeking dedicated and experienced individuals to join our team. As part of our succession and governance planning, the Governance Committee has identified priority competencies to further strengthen the Board's overall expertise and effectiveness.

Priority Skill Sets

For this recruitment cycle, we are particularly seeking candidates with expertise/professional experience in:

- **Healthcare** – Allied Health Professional with experience in clinical practice, healthcare administration, system leadership, or health policy
- **Accounting and Financial Management** – CPA designation or equivalent senior financial oversight experience preferred

Experience Requirements

To maintain strong governance capacity and ensure effective oversight, priority will be given to candidates with prior board experience, ideally within the not-for-profit, healthcare, or broader public sector environments.

While we value diverse professional backgrounds and lived experiences, the current objective is to recruit individuals who can contribute immediately at the governance level, supporting the Board in its fiduciary, strategic, and policy oversight responsibilities.

Key Responsibilities

Board Directors are responsible for:

- Providing strategic direction aligned with the Society's mission and values
- Ensuring financial stewardship, accountability, and sustainability
- Overseeing risk management and organizational performance
- Supporting and evaluating the Chief Executive Officer
- Upholding fiduciary duties and governance best practices
- Serving as ambassadors for hospice and palliative care within the community

Board members are expected to attend quarterly Board meetings and are expected to participate on a minimum of one of 3 committees which also meet quarterly. Board members are also expected to actively participate in governance and strategic initiatives ie. Strategic Planning sessions.

Term & Commitment

Directors are asked to serve a minimum of 1 3-year term, renewable in accordance with the PHS bylaws.

How to Apply

Qualified candidates are invited to submit a cover letter and résumé outlining their relevant experience and interest in serving on the Board to Monica Robson at monicar@pilgrimshospice.com by April 1, 2026.

This opportunity will remain open until suitable candidates are found.

Pilgrims Hospice Society is committed to fostering a diverse and inclusive Board that reflects the community we serve. We encourage applications from individuals of all backgrounds who share our commitment to compassionate hospice and palliative care.