

VACANCY NUMBER: 42660CG  
JOB TITLE: Director, Laboratory and Pathology  
STATUS: Full Time  
DEPARTMENT: Laboratory  
LOCATION: Niagara Health  
HOURS OF WORK: 75 hours per pay period

POSTING DATE: June 01, 2026  
CLOSING DATE: June 15, 2026  
UNION: Non Union  
WAGE RANGE: \$175,359 to \$206,317 annually

### **Join Our Extraordinary Team at Niagara Health!**

Niagara Health is a regional hospital system with multiple sites and a growing network of community based and virtual services. We believe every person in our region deserves to live every day of their life in the best health possible and are committed to transforming hospital care in Niagara.

At Niagara Health, we are committed to putting people first, prioritizing exceptional patient and staff experiences, supporting the training and development of team members, and ensuring the responsible stewardship of public resources to maintain long-term financial sustainability. We are seeking a Director, Laboratory and Pathology who will make a meaningful impact by playing a key leadership role in delivering the organization's strategic plan and advancing significant system transformation. In alignment with our purpose - Extraordinary Caring. Every Person. Every Time. - we are seeking a dynamic leader who excels in engaging people, promoting quality, building high-performing teams, and supporting effective planning and decision making.

### **Your Role:**

Reporting to the Executive Vice President, Practice, Clinical Support & Chief Nursing Officer, the Director, Laboratory and Pathology provides strategic and professional leadership to support the delivery of high-quality, evidence-based care through cost-effective and sustainable approaches. This regional role oversees laboratory services across all Niagara Health sites and requires a proven change leader who collaborates with frontline teams, physician leaders, and senior leadership to advance continuous quality improvement, innovation, and safe care delivery. The Director also represents Niagara Health on external committees, partners regionally to meet and exceed Ontario's provincial standards for laboratory and pathology services, and provides key leadership in lab accreditation.

Working in a dyad model with physician leadership, the Director drives operational effectiveness while fostering community and academic partnerships that enhance access, patient flow, integration, and transitions of care. The ideal candidate is a highly motivated, results-oriented leader with more than 10 years of progressive senior leadership experience in large, complex healthcare environments. They bring a collaborative management style, lead by example, champion organizational priorities, and demonstrate a strong track record of implementing innovative, sustainable initiatives, supported by exceptional interpersonal and communication skills.

*This position is an existing vacancy at Niagara Health. No artificial intelligence is used in the screening, assessment, or selection of applicants. If you believe you have encountered or applied for a fraudulent job posting claiming to represent Niagara Health, please contact [hrrcruit@niagarahealth.on.ca](mailto:hrrcruit@niagarahealth.on.ca)*

*At Niagara Health, we value diversity, equity and inclusion, and welcome applications from all people. We are especially interested in hearing from you if you are excited about being part of a respectful and hard-working team in the beautiful Niagara Region, have a passion for service and excellence in healthcare, have a background or related expertise in the healthcare environment, supporting patient care and providing extraordinary customer-service.*

*In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, Niagara Health will provide accommodations through the recruitment process to applicants with disabilities. If selected to participate in the recruitment and selection process, please inform Human Resources of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation.*

*At Niagara Health, we are committed to advancing diversity, equity and inclusion. As a part of this work, we collect information on Ontario Human Rights Code grounds and non-Code grounds in order to: hire and retain diverse talent, prevent and/or address systemic barriers to access and opportunity, improve service delivery and programs and advance diversity and inclusion overall. All identification questions are optional and include a "prefer not to answer" option.*

### Key Responsibilities:

- o Provide system wide leadership for safe, high quality laboratory services across multiple sites
- o Develop and execute the enterprise laboratory strategy aligned with organizational priorities
- o Lead site and program leaders to ensure standardized operations and service delivery
- o Drive performance through enterprise KPIs, quality systems, and continuous improvement
- o Ensure compliance with all legislative, regulatory, and accreditation requirements
- o Lead workforce planning and engagement in a multi union environment
- o Lead operational readiness planning for laboratory for the new South Niagara Hospital
- o Steward operating and capital resources, including budgets, contracts, and technology investments
- o Oversee laboratory technology, LIS/EMR integration, and point of care testing governance
- o Partner with physicians and leadership to advance integrated, innovative care
- o Lead change initiatives and maintain strong regional, academic, and provincial partnerships

### QUALIFICATIONS:

- o Master's degree and active registration in good standing with a professional regulatory college
- o Clinical laboratory credentials (CMLTO registration) and completion of an accredited Medical Laboratory Technology program preferred
- o Minimum 7-10 years of progressive senior leadership experience in complex, multi site healthcare environments
- o Proven financial leadership, including operating and capital budgeting, forecasting, and resource optimization
- o Demonstrated ability to lead large, unionized teams and foster an inclusive, high performing culture
- o Strong expertise in laboratory information systems, digital health, analytics, and performance management
- o Proven change leader with experience in service redesign, technology implementation, and innovation
- o Excellent communication, leadership, judgment, and decision making skills

### Why Niagara Health?

At Niagara Health, you will be part of a supportive and collaborative environment that puts people first and values your contributions. We are dedicated to fostering a culture where every team member has a positive experience, feels valued, respected, and empowered to make a difference.

Questions, quoting the job posting number, may be directed to [hrrecruit@niagarahealth.on.ca](mailto:hrrecruit@niagarahealth.on.ca)

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