

*Now Hiring*

# Senior Operating Officers

## LOCATION

Negotiable within Alberta

## REQUISITION #

ALB00505244 & ALB00505259

## POSTING EXPIRY

August 25, 2025

## SALARY

\$71.32 - \$131.08 per hour

## EMPLOYEE CLASS

Regular Full Time

## FTE

1.00



## YOUR OPPORTUNITY

We have three (3) Senior Operating Officer (SOO) opportunities available for mental health and addiction services leaders seeking exciting and comprehensive senior leadership reporting to the Chief Operating Officer (COO) of Recovery Alberta:

- [Senior Operating Officer - Addiction Services \(ALB00505244\)](#)
- [Senior Operating Officer - Mental Health \(ALB00505259\)](#)

**All positions can be located anywhere in the province of Alberta.**

## RECOVERY ALBERTA

Recovery Alberta is a newly created provincial health agency providing comprehensive and accessible recovery-oriented mental health, addiction, and correctional health services to Albertans.

Foundational to Recovery Alberta's service delivery is the Alberta Recovery Model, built on evidence-based research and best practices from around the world, to provide a recovery-oriented approach for mental health and addiction. It is a comprehensive continuum of interventions focused on prevention, intervention, treatment and recovery with the goal is to better support the long-term wellness and recovery of individuals, families and communities.

## SENIOR OPERATING OFFICER – ADDICTION SERVICES (1 POSITION)

Are you a visionary leader with a passion for comprehensive addiction service delivery looking to contribute to lasting impact on Albertan's healthcare? The Senior Operating Officer (SOO) - Addiction Services role is for you!

The SOO ensures Addiction Services are developed, delivered, and aligned with the strategic direction of RA, and the policy direction of the Ministry of Mental Health and Addiction. Partnering with senior medical leadership, the SOO is jointly accountable to develop and implement strategic planning and deliver and evaluate quality, accessible, sustainable, and integrated recovery-oriented addiction services. The SOO establishes and maintains

positive relationships with local, provincial, and national stakeholders, including government departments and officials, to provide province-wide operational leadership and oversight to Addiction Services.

Providing expert support and input into the overall operations of Recovery Alberta, the SOO for Addiction Services is responsible for the effective and efficient provision of integrated recovery-oriented addiction services across Recovery Alberta's clinical operations, ensuring addiction services are effectively aligned with the strategic direction of Recovery Alberta, and the policy direction of the Ministry of Mental Health and Addiction. The SOO provides strategic recommendations to the COO and other executive leaders on addiction services operational planning, risk, compliance, and performance.

The SOO leads a provincial team of addiction professionals and is accountable for addiction services operational performance for Recovery Alberta including, but not limited to, workforce management, client access, system capacity, patient outcomes, fiscal responsibility and provincial alignment. The SOO provides operational leadership in these areas: Bed Based Addiction Treatment; Bed Based Withdrawal Management services; Opioid Dependency Program clinics; Virtual Opioid Dependency services; Safe Consumption and Overdose Prevention services; Harm Reduction services; and other addiction related accountabilities as required within the evolving service delivery landscape.

## **SENIOR OPERATING OFFICER – MENTAL HEALTH (2 POSITIONS)**

Are you a strategic leader passionate about mental health and addiction services and ready to chart your senior leadership role within Recovery Alberta? We have two Senior Operating Officer (SOO) – Mental Health positions available.

The SOOs for Mental Health ensure mental health services are aligned with the strategic direction of RA and the policy direction of the Ministry of Mental Health and Addiction. Partnering with senior medical leadership, the SOOs are jointly accountable to align and implement strategic planning and deliver and evaluate high quality, accessible, sustainable, integrated, and recovery-oriented care for Albertans in need of services. The SOOs maintain positive relationships with local, provincial, and national stakeholders, including government departments and officials, to provide province-wide operational leadership and oversight to mental health services.

The SOOs are responsible for the efficient provision of integrated mental health services in areas of assigned responsibility across Recovery Alberta's clinical operations. As members of the Senior Leadership Team, the SOOs contribute to the development, implementation and evaluation of RA's strategic and operational plans that support recovery oriented, patient-focused, integrated care, as well as overarching clinical policies and procedures. The SOOs foster innovation, integration and consistency of person focused, recovery-oriented, integrated care by establishing and maintaining strong relationships as part of RA's leadership team, the Ministry of Mental Health and Addiction, and other organizational senior leaders across the integrated health system.

Partnering with medical leadership and with other senior leaders, the SOOs contribute to the development, implementation, and evaluation of immediate, as well as medium to long term, plans for the assigned program. Together, they provide leadership in the development and deployment of strategic and operational plans and

priorities across the assigned programs and create and support improvement in service delivery models. The SOOs manage multi-million-dollar operating budgets and allocate fiscal resources within the portfolio or assigned programs. Along with managing external health service contracts for the assigned programs, the SOOs ensure effective staff/volunteer communications and engagement for the assigned areas of accountability.

Scope and accountabilities of these positions will be influenced by the successful candidates' experience, knowledge, talents and interest, as well as the organization's determination of priorities. Determining factors could include populations served, service type and setting, provincial scope, and locus.

## **QUALIFICATIONS:**

- A master's degree in a healthcare profession, healthcare management, or business administration.
- Minimum of ten (10) years' experience in senior management roles in healthcare delivery, in an organization of comparable complexity and size.
- At least five (5) years' experience leading within mental health and addiction services.
- Foundational understanding of recovery-oriented systems of care (ROSC), including expertise delivering, leading, and innovating ROSC-supported programs and services.
- Proven leadership track record of decision-making and exercising sound judgement, developing organizational strategy and planning, leading strategic initiatives and change.
- Extensive practical experience in policy development, project and program management.
- Proven success communicating effectively with a wide variety of audiences and fostering partnerships with public agencies, governments, boards, regulatory bodies, committees, and community partners to achieve organizational goals.
- Demonstrated ability to manage diverse human, financial and physical resources within a complex environment.
- Client-focused orientation and commitment to providing long-term quality services.

## **HOW TO APPLY:**

Please visit our online job board for full position details and to apply:

<https://careers.albertahealthservices.ca/jobs/search/124471834>

Applications will be reviewed on July 11, posting to remain open until position is filled.