



Executive Director, Fulfillment Operations & Logistics Bayshore HealthCare

At Bayshore (www.bayshore.ca), we believe in creating special moments for our clients each and every day, whether at the bedside, on the phone or in the clinic. These moments touch the lives of our clients and our employees, and they guide the way we run our business. These moments inspire, change and encourage us. They are what we call the Bayshore difference.

Bayshore Specialty Rx is a 100% Canadian-owned and operated healthcare service provider. Our connected care experience extends throughout the patient journey and offers unique services to improve health outcomes. We bring this vision to life by providing specialty pharmaceutical medications, diabetic and other medical supplies, health navigation services, specialized infusion medications, and nursing services, providing support to ensure patients can live safely and independently. Our specialized pharmacies focus on preparing injectable and infusible drugs and coordinate with our network of clinics to ensure that these medications are delivered safely to our patients. We here at Bayshore Specialty Rx are your trusted healthcare partner. Together, we are committed to enhancing the quality of life for our patients through compassionate care and innovative solutions.

With locations across the country, including more than 80 home care offices, 11 pharmacies and over 100 community care clinics, Bayshore has more than 18,000 staff members and provides care to over 350,000 clients annually. We are dedicated to enhancing the quality of life, dignity and independence of all Canadians, by providing customized care plans and solutions that allow clients to remain in the comfort of their own home.

Reporting to the Managing Director and serving as a key member of the Senior Leadership Team, the **Executive Director, Fulfillment Operations & Logistics** will hold comprehensive P&L accountability and oversee a broad portfolio, including the Diabetes Express and Sterile Compounding businesses, fulfillment operations, logistics, call centre, and supply chain processes. The Executive Director will drive strategic business growth while enhancing efficiency and scalability across operations. Managing Bayshore's medical device, drug, and medical supply distribution throughout multiple sites, this role will also spearhead technology innovation and process improvements, while working closely with leaders in Business, IT, HR, Finance, and Real Estate to drive initiatives forward.

An inspiring and influential leader, the Executive Director will cultivate a culture of high performance, continuous improvement, and inclusion among a diverse, multidisciplinary team. With an unwavering commitment to operational excellence and regulatory adherence, the Executive Director will champion the adoption of advanced technologies, including automation and artificial intelligence, to optimize workforce management, elevate customer experience, and strengthen enterprise capabilities. The Executive Director will set the strategic direction for fulfillment operations, shared services and transformation activities spanning various businesses and galvanize teams towards shared objectives.

The ideal candidate will bring a minimum of a decade of progressive leadership experience within complex, multi-site operational environments, preferably within a Health Canada regulated context. A distinguished record of success in leading and fostering large, multidisciplinary teams, driving operational transformation, and delivering

enterprise outcomes is essential. The role requires deep expertise in supply chain management, advanced logistics technologies, financial stewardship, and service contract negotiation. Exceptional change leadership, communication, conflict resolution skills, combined with a Bachelor's degree in Business, Commerce, or Engineering, are required.

To apply for this outstanding opportunity, please submit your application and related materials to Jim Stonehouse, Partner or Pamela Colquhoun, Partner via Kathy Luu, Senior Associate (kluu@boyden.com).

At Bayshore Healthcare Ltd., and its subsidiaries, we are committed to fostering an inclusive workplace and operate in full compliance with all Provincial and Territorial legislation pertaining to Human Rights Codes and Accessibility requirements. To ensure continued compliance throughout the recruitment and selection process, we encourage candidates to disclose any accommodation needs they may have.