



Life's a Conversation

Job Posting

Job Title: Director, Clinical Programs and Quality	
Reports to: Executive Director	Location: Hybrid (Toronto Area)
Date: January 12, 2026	Application Deadline: January 22, 2026
Position Type: Full Time	

Join our team! The Aphasia Institute is seeking an experienced and dynamic Director, Clinical Services and Quality. See the Position Summary section below for details on this exciting new role.

Position Summary

The Director, Clinical Services and Quality, provides strategic, clinical, and operational leadership for community-based aphasia programs and related services. This role ensures high-quality, equitable, and evidence-informed care, while advancing quality improvement, accreditation, and system alignment across Ontario's health system. Working closely with senior leadership, the Director drives innovation, clinical excellence, and sustainable service delivery.

Key Responsibilities

Clinical & Strategic Leadership

- Lead the strategic direction of clinical and community aphasia services in alignment with organizational and provincial health system priorities.
- Monitor health system trends, policy changes, and community needs to inform service planning and innovation.
- Identify opportunities for program integration, partnerships, and growth.

Quality, Risk & Accreditation

Provide oversight of clinical operations, ensuring compliance with professional standards, funder requirements, and accreditation standards, policies and processes.

- Lead quality improvement initiatives, risk management, and incident review.
- Support teams in managing complex clinical situations, safety concerns, and clinical decision-making



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Program & Operational Oversight

- Oversee program design, evaluation, and continuous improvement using equity-based and evidence-informed approaches.
- Ensure effective policies, workflows, documentation standards, and client flow processes are in place.
- Provide direct clinical coverage and supervision as required.

People & Culture

- Foster a collaborative, inclusive, and psychologically safe workplace.
- Lead, mentor, and support clinical leaders, managers, and interdisciplinary teams.
- Support workforce planning, recruitment, performance management, and staff development.

Partnerships & System Engagement

- Build and sustain strong relationships with health system partners, referral sources, community organizations, clients, families, and volunteers.
- Participate in networks and collaborative initiatives to advance innovative models of care.

Qualifications

- Master's degree in health administration or a related health discipline (Speech-Language Pathology an asset).
- 7–10+ years of progressive leadership experience in healthcare or community-based services.
- Strong knowledge of Ontario's health system and stroke care pathways.
- Experience leading interdisciplinary clinical teams and implementing innovative models of care.
- Demonstrated expertise in quality improvement, risk management, accreditation, and program evaluation.
- Familiarity with aphasia-related programs and communicative access principles.
- Experience with AlayaCare is an asset.

Key Competencies

- Clinical leadership and sound judgment
- Quality improvement and data-informed decision-making
- Strategic and systems thinking
- Collaborative and inclusive leadership
- Health equity and community engagement
- Change management and innovation
- Strong communication and partnership-building skills



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The Aphasia Institute offers a hybrid work model, competitive salary, and benefits package. We seek to attract and retain individuals who work well together to create and sustain a vibrant, healthy, safe, and caring community. We encourage applications from people of all ages, persons with disabilities, people from racialized communities, people identifying as Indigenous, persons of all sexual orientations and gender identities. Accommodation is available on request for candidates taking part in all aspects of the selection process.

Please send your cover letter and resume to Wimmy Lam at wlam@aphasia.ca no later than Thursday January 22, 2026, by 5 pm.

Only those candidates selected for an interview will be contacted. We regret we are unable to accept telephone inquiries.