



THE REGIONAL MUNICIPALITY OF NIAGARA
CHIEF ADMINISTRATIVE OFFICER RECRUITMENT COMMITTEE
AGENDA

CAORC 6-2021

Tuesday, June 22, 2021

3:30 p.m.

Meeting will be held by electronic participation only

Due to efforts to contain the spread of COVID-19 and to protect all individuals, there is no public access to Niagara Region Headquarters. If you are interested in viewing this meeting or would like to speak to an item listed on the agenda please contact the Office of the Regional Clerk at clerk@niagararegion.ca at least 24 hours in advance of the meeting.

Pages

1. CALL TO ORDER

2. DISCLOSURES OF PECUNIARY INTEREST

3. PRESENTATIONS

3.1. Update on Chief Administrative Officer Recruitment Activity

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Kartik Kumar, Partner, Legacy Executive Search Partners

4. DELEGATIONS

None.

5. ITEMS FOR CONSIDERATION

None.

6. CONSENT ITEMS FOR INFORMATION

None.

7. OTHER BUSINESS

8. CLOSED SESSION

8.1. Confidential CAORC-C 13-2021

A Matter respecting Personal Matters about Identifiable Individuals - Long List Summary of Candidates for Recommendation to the Chief Administrative Officer Recruitment Committee

8.2. Confidential CAORC-C 14-2021

A trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the municipality or local board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization under s. 239(2) of the Municipal Act, 2001 - Proposed Candidate Interview Questions

9. BUSINESS ARISING FROM CLOSED SESSION ITEMS

10. NEXT MEETING

The next meeting date is to be determined.

11. ADJOURNMENT

If you require any accommodations for a disability in order to attend or participate in meetings or events, please contact the Accessibility Advisor at 905-980-6000 ext. 3252 (office), 289-929-8376 (cellphone) or accessibility@niagararegion.ca (email).

Niagara Region

▼ CAO Recruitment



Update on Recruitment Activity

Date: June 22, 2021

Kartik Kumar, Partner

The Process

- **74 applications** in total (a majority of them were not qualified)
- **Outreach to over 50 potential candidates/sources** from across Canada.
- **7 long listed candidates** (60% were directly sourced)
- **Originally there were 9 candidates** (2 withdrew due to various reasons).

Market Intelligence



- Competitive market with multiple CAO searches occurring simultaneously (Town of Innisfil, City of Welland, and Norfolk County)
- Niagara Region has a reputation issue, due to the 'Ombudsmen Report'.
- There are some Niagara citizens that seem to communicate to candidates that they believe that the 'interim CAO is a shoe-in, and the process is only for optics'. We have countered that narrative by letting them know that the process is '*fair, transparent, and equitable*' to ensure the best candidate gets the job.
- COVID-19 has created some apprehension amongst some candidates, lending some credibility to the notion that it may be an internal promotion after all.
- In spite of these challenges, we believe that we have an excellent cross-section of diverse candidates, all of whom are keenly interested in the position and look to have a positive impact on the Niagara Region.