

## Core Competencies, based on the CAO recruitment survey.

Competency 1	<p>Minimum of a Post-secondary degree in Political Science, Public Administration, Business Administration or in a field directly related to municipal functions.</p> <p><i>Master's degree and an Executive Diploma in Municipal Management as recognized by the Association of Municipal Manager, Clerks, and Treasurers of Ontario (AMCTO) is preferred.</i></p>
Competency 2	<p>7-10 years' experience in the Municipal Government/ Broader Public Sector/ Private sector; Strong business acumen and a solid understanding of private sector business strategies; prior CAO/City Manager experience in a large municipality/ Broader Public Sector organization is a definite asset.</p>
Competency 3	<p>Proven experience with organizational change management within a complex unionized environment with competing priorities, and an ability to balance and understand both the priorities of the Region and its member cities and towns; strong collaboration and advocacy skills and a solid understanding of the Niagara Region and appreciation of the two-tier system of governance are key requirements.</p>
Competency 4	<p>Proven experience and achievement in organizational development through building large and diverse teams up to 1,000 employees; Strong strategic planning skills, <i>building a high-performance culture, engaging staff, collaborative leadership style, building on the existing leadership culture and political acumen are key traits.</i></p>
Competency 5	<p>Excellent oral and written communication skills and the ability to interact diplomatically and effectively with internal and external stakeholders, including Area Municipalities, other Regional Governments, Provincial Government, Federal Government, and the media and public at large; an ideal balance between vision, drive, direct and diplomatic communication style with strong consensus and relationship building skills is a key requirement.</p>
Competency 6	<p>Proven experience in fiscal and financial matters in complex municipal settings demonstrated by <i>previously handling a complex budget of hundreds of millions' of dollars.</i> A solid understanding of Fortune 500 companies, and how to attract them to the Region. Minimum of 10 years senior municipal management experience leading large and complex portfolios and implementing multi-year business and financial strategies are preferred.</p>

Text that is presented in ***italics and bold*** has been updated, based on the CAO Recruitment Survey responses.