

CAO – Niagara Region - Competency Matrix

Candidates	Minimum of a Post-secondary degree in Political Science, Public Administration, Business Administration or in a field directly related to municipal functions. Master's degree in preferred. Executive Diploma in Municipal Management as recognized by the Associate of Municipal Manager, Clerks and Treasurers of Ontario (AMCTO) is preferred.	Ideally 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	Proven experience in 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.	Proven experience and achievement in organizational development through building large and diverse teams of at least 1000 employees; Strong strategic planning, teambuilding and delegation skills are key requirements.	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.	Proven Experience in fiscal and financial matters demonstrated by previously handling a budget of over a \$ 1 Billion. 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.
Candidate Name						