

# Niagara Region

## ▼ CAO Recruitment



### **Update on Recruitment Activity**

Date: June 22, 2021

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# 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.