

COMMITTEE OF THE WHOLE – FEBRUARY 28, 2012

RECRUITMENT PROCESS – COUNCIL PARTICIPATION

Recommendation

The City Manager in consultation with the Commissioner of Legal & Administrative Services and the Director of Human Resources recommend:

THAT Council identify Members of Council who will participate in the selection processes for the Commissioner of Strategic & Corporate Services, Director of Internal Audit, the Director of Parks Development and the Executive Director in the office of the City Manager.

Contribution to Sustainability

Filling these vacancies ensures that the current and future needs of the organization will be addressed in an appropriate manner and assist the City in achieving its goals and objectives.

Economic Impact

The cost associated with the recruitment and selection process is included in the 2012 budget.

Communications Plan

None required.

Purpose

The purpose of this report is to have Council identify those Members of Council who will participate in the interview and selection process for the Commissioner of Strategic & Corporate Services, Director of Internal Audit, Director of Parks Development and Executive Director.

Background - Analysis and Options

Recently Council adopted the recommendations in the report on the Organizational Review completed by Western Management Consultants. Included in these recommendations was the establishment of a Commission of Strategic and Corporate Services, an Executive Director position in the office of the City Manager and a Director of Internal Audit. Recently the Director of Parks Development resigned and a recruitment process will also be undertaken.

Since Council approval, staff has been working on the development of the job descriptions for each of these positions. As each job description is finalized, staff will begin a search for qualified candidates. When developing the interview panel, the size of the panel should be kept in mind.

Relationship to Vaughan Vision 2020/Strategic Plan

This report supports the Vaughan Vision to attract, retain and promote skilled staff, is consistent with the priorities previously set by Council and the necessary resources have been allocated and approved.

Regional Implications

None.

Conclusion

The filling of these senior positions is critical to the City's operations and achieving its goals and objectives.

Attachments

None.

Report prepared by:

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Respectfully submitted,

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City Manager