



REPORT TO

REGULAR BOARD

RECRUITMENT OF SUPERINTENDENT OF CAPITAL DEVELOPMENT AND ASSET RENEWAL

“This is what the Lord says— your Redeemer, the Holy One of Israel: “I am the Lord your God, who teaches you what is best for you, who directs you in the way you should go.”

Isaiah 48:17

Created, Draft	First Tabling	Review
October 9, 2019	October 17, 2019	Click here to enter a date.

Lloyd Noronha, Associate Director and Chief Financial Officer
 Adrian Della Mora, Executive Superintendent, Human Resources

RECOMMENDATION REPORT

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Rory McGuckin
 Director of Education

D. Koenig
 Associate Director
 of Academic Affairs

L. Noronha
 Associate Director of Facilities,
 Business and Community
 Development, and
 Chief Financial Officer

A. EXECUTIVE SUMMARY

The position of Superintendent of Capital Development and Asset Renewal needs to be filled on a permanent basis. Senior staff will be retaining a recruitment firm to assist with the search. Two trustee representatives are recommended to join the Recruitment Panel.

The cumulative staff time required to prepare this report was 2 hours

B. PURPOSE

1. To request that two Trustees be appointed to the Recruitment Panel for the Superintendent of Capital Development and Asset Renewal recruit.

C. BACKGROUND

1. *In June 2019, the Board approved a reorganization of the Facilities Division.* This Division was split in to two new Divisions called 1) Capital Development and Asset Renewal, and 2) Environmental Support Services. Each new Division was to be led by a Superintendent. They are both currently led by Acting Superintendents.
2. *A staggered approach to executive recruitment was recommended.* In June 2019, the Board was advised that the Capital Development and Asset Renewal Superintendent would be the first position filled so as to stagger the start of the two new permanent superintendents.

D. EVIDENCE/RESEARCH/ANALYSIS

1. *Executive recruitment can be very challenging; especially for specialized positions such as Business Superintendents.* The Capital Development and Asset Renewal Superintendent position requires a broad mix of skills that include architectural or engineering designations, business acumens, financial planning, project management, executive level managerial skills, communication skills and the ability to consensus build amongst multiple stakeholders such as Trustees, school communities, other levels of government and other building partners.

2. *Senior staff are requesting the Board appoint two Trustees to the Recruitment Panel.* As per past practice, senior staff are recommending that the Board appoint two representatives on the recruitment panel to assist in screening and interviewing potential candidates. They will be joined on the panel by the Director, the Associate Director and CFO, the Executive Superintendent of HR and an Academic Superintendent to be determined.

E. STAFF RECOMMENDATION

That the Board appoint two Trustee representatives on the Recruitment panel for the Superintendent of Capital Development and Asset Renewal.