



REPORT TO

## CORPORATE SERVICES, STRATEGIC PLANNING AND PROPERTY COMMITTEE

### RECRUITMENT OF SUPERINTENDENT OF ENVIRONMENTAL SUPPORT SERVICES

*“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

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Lloyd Noronha, Associate Director and Chief Financial Officer

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### 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

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Associate Director  
of Academic Affairs

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

## **A. EXECUTIVE SUMMARY**

The position of Superintendent of Environmental Support Services needs to be filled on a permanent basis. Senior staff have retained a recruitment firm to assist with the search in conjunction with the ongoing recruit for a Superintendent of Capital Development and Asset Renewal. Two trustee representatives are recommended to join the Recruitment Panel. Staff further advise that it would be advantageous to the process to have the same two Trustees remain on the recruitment panel from the Superintendent of Capital Development and Asset Renewal recruit.

*The cumulative staff time required to prepare this report was 1 hour*

## **B. PURPOSE**

1. To request that two Trustees be appointed to the Recruitment Panel for the Superintendent of Environmental Support Services 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. This recruit is well under way and will be wrapped up within the next 6 weeks. It is therefore prudent to begin the recruit for the second position.

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. *Executive recruitment can be very challenging; especially for specialized positions such as Business Superintendents.* The Environmental Support Services Superintendent position requires a broad mix of skills that include

facility operations/maintenance knowledge, business acumens, extensive union/staff relation experience, financial planning, executive level managerial skills, communication skills and the ability to problem solve and provide good internal/external customer services to multiple stakeholders such as Trustees, Principals and school communities.

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. It is further advised by staff that it would be advantageous to have the two Trustees assigned to the ongoing recruit (Trustees Di Pasquale and Di Giorgio) to this new recruit. There are several interrelationships between these Divisions and these positions and therefore having a relatively consistent recruitment panel will help ensure these interrelationships are considered in the process. The recruitment firm assisting with the recruit is also approaching the recruits as one process and therefore consultation and education of the two panels will be streamlined.

## **E. STAFF RECOMMENDATION**

That the Board appoint two Trustee representatives on the Recruitment panel for the Superintendent of Environmental Support Services.