

Expectations and Desired Qualifications – City Manager and General Manager, Planning, Real Estate and Economic Development

Member #1	<p>Without ambiguity, the new city manager must be clear on their relationship with city council—that their leadership supports mayor and council’s oversight function. They must serve with integrity and be forthcoming to allow mayor and council to conduct their business with all available information and opinion.</p> <p>The new city manager must understand the corporation is not a separate entity and their service is to the corporation, city council, and residents. Although it may be implied the city manager should serve in that manner, it’s prudent to include that information so it’s clear and so no one can claim ignorance, given recent history.</p> <p>Personal experience plus feedback from employees and residents suggests a culture shift is needed in the city organization to restore confidence and faith in its function, so it may be worth including that as part of the new city manager’s mandate.</p> <p>I favour internal candidates typically, but with recent history, I think it’s worth seeking candidates externally this time (unless there is an exceptional internal candidate).</p> <p>Although my comments are meant for the city manager position, it should be applied to any upper management position going forward.</p>
Member #2	<p>My comments relate less to the job postings provided but more with respect to the issue of positive tone and trust that we will need to demonstrate with these hires.</p> <p>Would it make sense to directly recruit for the people we think may have the right qualifications, but also the right profile, to assist the City of Ottawa in its current challenges?</p> <p>We need someone who knows the system, who can run an organization of this size, but that understands and is loyal to the City of Ottawa. We need to recruit someone who is already understood to have the public interest at heart. Perhaps a CEO of a major local institution that is beloved?</p> <p>I do think an external person would be ideal, but I’m not sure whether porting someone in from another city would work either as we want to be sure that this person is within a trusted network.</p>

Member #3	<p>I would suggest that in the job summary portion for the City Manager that following expectations be added:</p> <ul style="list-style-type: none"> • Regular honest, direct and transparent communication with Council • Ensuring bylaws and decisions are applied consistently • Delegating tasks to city employees • Hiring and supervising city department heads • Ensuring city services are available consistently • Representing the City to the media and public • Overseeing special projects and studies commissioned by Council <p>Addressing the concerns of City residents</p>
Member #4	<ul style="list-style-type: none"> • I believe that the recent City of Toronto (General Manager) poster had suitable content and structure for large municipality and aligns in many ways to City of Ottawa priorities including building a modern and inclusive city with a focus on planning, managing and successfully delivering medium/large and complex infrastructure projects. • English and French (oral) • Education: Civil Engineering
Member #5	<p>I would like to specify an expectation when it comes to Senior Management Performance Appraisals and Annual Work Objective setting, particularly, that the New City Manager will seek feedback from members of Council on the two items I listed.</p>