

THE CITY OF TORONTO

Toronto is Canada's leading economic engine and one of the world's most diverse and livable cities. As the fourth largest city in North America, Toronto is home to more than 2.9 million residents whose diversity and experiences strengthen our great city. Toronto is an international leader in technology, finance, film, music, culture, and innovation. Toronto consistently places at the top of international rankings due in part to investments championed by residents and businesses, and in turn led by Toronto City Council and carried out through the work of the Toronto Public Service.

THE ROLE

Toronto was the first municipality in Canada to create the position of Integrity Commissioner (2004).

The [Integrity Commissioner](#) is a neutral, independent officer who oversees the conduct of elected and most appointed officials in the City of Toronto. The Integrity Commissioner is appointed by the City Council for a fixed, non-renewable five-year term and operates independently of the City Council and City Administration. The Office of the Integrity Commissioner has a total of three staff, and a current operating budget of approximately \$800,000.

The standards of conduct expected of elected and appointed officials have been written down in legislation and other binding documents, the most important of which are the Codes of Conduct and the Municipal Conflict of Interest Act (MCIA). Members of the Council and local boards are required to serve the public interest by upholding the letter and spirit of these standards. Specifically, these standards of conduct require the City's elected and appointed officials to:

- ▶ serve constituents and the public in a conscientious and diligent manner;
- ▶ act with integrity;
- ▶ avoid conflicts of interest and improper use of influence; and,
- ▶ arrange their private affairs in a way that promotes public confidence and will bear close public scrutiny.

The work of the City of Toronto is complex, and elected and appointed officials are required to address multiple competing legal, ethical and political interests. When public officials need help ensuring they maintain high standards of conduct, they can turn to the Integrity Commissioner for confidential advice.

Reporting to the City Council, the Integrity Commissioner sets the overall direction for the Office by establishing goals, objectives, and priorities aligned with strategic directions and Council priorities. They provide strategic advice, policy guidance, and educational programs to the Council and local boards on issues of ethics and integrity, as well as confidential written and oral advice to officials to address multiple competing legal, ethical, and political interests while maintaining high standards of conduct. They also conduct investigations when allegations arise that the standards have been breached and recommend penalties for imposition by the Council as necessary.

The Integrity Commissioner is one component of the City of Toronto's accountability framework and works alongside and in cooperation with the other [accountability officers](#).

THE IDEAL CANDIDATE

You bring extensive experience in administrative law at a senior leadership level in the public service, or in a legal/judicial institution (investigation, adjudication), or in a regulatory environment of scope and scale with robust compliance and hearing processes. A proven, effective, and highly respected leader in the field with high ethical standards, you have a broad knowledge of municipal government structures and functions. You engage with responsiveness in an advisory way with an understanding of intent and circumstance and provide sound advice in a timely manner. You demonstrate excellence in verbal and written communication, bringing clarity and precision to your interactions with diverse constituents and audiences in a very public forum. You proactively educate and build relationships, bringing a level of comfort, confidence and credibility to those seeking advice. Your experience incorporates working effectively in complex environments and with complex matters while remaining non-judgmental with complete impartiality, integrity and confidentiality. As a trusted advisor in the public interest, you bring a strong commitment to quality in service delivery and application of administrative fairness and ensure a culture that champions equity, diversity, and inclusive, respectful workplaces. Critical to your success is your ability to exercise a high degree of care, as each case the Office handles directly impacts the lives, careers and reputations of individuals and organizations.

The City of Toronto is committed to employment equity and encourages applications from Aboriginal people, people with disabilities, members of visible minority groups and women. The City of Toronto strives to build an inclusive society and providing an accessible environment in which all individuals have access to the City's services and programs in a way that respects the dignity and independence of people with disabilities.

Should you require accommodation to participate as a candidate in the hiring process, please communicate your needs to the LHH Knightsbridge project team.

CONTACT INFORMATION

If you are interested in being considered for this exciting and impactful leadership position, please email your cover letter and resume to Chris Sawyer, Partner, at chris.sawyer@lhhknightsbridge.com. Should you have any questions regarding this opportunity, please contact a member of the project team:

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About LHH – www.lhh.com

At LHH, we exist to help people, teams and organizations find and prepare for what's next. Our end-to-end HR solutions future-proof organizations and careers all over the world. Through Advisory, Career Transition & Mobility, Insights, Learning & Development and Recruitment Solutions, we enable transformation, and our job is never done because there's always another tomorrow to prepare for.

We make a difference for everyone we work with, and we do it with local expertise backed by global infrastructure and industry-leading technology. LHH's over 8,000 colleagues and coaches span 66 countries worldwide, working with more than 15,000 organizations, a majority of Fortune Global 500, and nearly 500,000 candidates each year. Together, we address needs across the entire talent journey, helping organizations build their capabilities and individuals build brighter futures.

LHH is a part of the Adecco Group, the world's leading talent advisory and solutions company, headquartered in Zurich, Switzerland.