

With one of the fastest growing economies of Canada's major cities, Winnipeg is projected to approach a population of 1 million within the next 20 years. Situated at the heart of the Mid-Continent Trade Corridor, Winnipeg is a significant commerce, transportation, and tourism hub. Winnipeg boasts an affordable high-quality of life, and a diverse, innovative, and creative community, world-renowned for its arts, culture, music, and film sectors. The past two decades have seen significant development, resulting in multi-use waterfront development, substantial downtown office and condo construction, expansion of convention and hotel facilities, plus a new world-class airport terminal, stadium, and arena.

Winnipeg is home to world-class organizations such as the Canadian Museum for Human Rights, Winnipeg Symphony Orchestra, Royal Winnipeg Ballet, Royal Manitoba Theatre Centre, and the Winnipeg Jets. As a human rights city, we have embraced our diversity and are actively engaged in reconciliation with our Indigenous peoples.

Winnipeg offers readily accessible public schools, affordable private schools, and at the post-secondary level a choice among four universities and multiple colleges.

The City of Winnipeg organization employs almost 10,000 people, with an annual capital and operating budget of approximately \$2 billion. The City provides Winnipeggers with high-quality services in a responsive, responsible, and cost-effective manner. Continued long-term balanced and sustainable growth is laid out in the City's master plan, *OurWinnipeg*.

## The Opportunity

Reporting to the Executive Policy Committee and working closely with the Mayor and Council, the CAO provides leadership for the City of Winnipeg organization, infrastructure and services, including:

- Leading the development and execution of a clear vision and strategic plan aligned with Council direction;
- Challenging the organization to be innovative, responsive and accountable in service to the City's residents;
- Influencing people to embrace, initiate and sustain positive transformational change;
- Confronting challenges in a direct, constructive manner that addresses such matters as resource limitations, environmental and climate change issues, infrastructure renewal and continued population growth;
- Investing in technology and systems to leverage operational performance, innovation and productivity;
- Promoting employee engagement by cultivating a safe, supportive high-performance work environment;
- Improving the efficiency and effectiveness of programs and services via continuous process improvement;
- Delivering City services and programs that achieve and support a safe and healthy community;
- Leveraging the power of diversity and inclusion via exemplary work practices within a respectful workplace;
- Championing reconciliation with Indigenous peoples, the City and residents; and
- Working with the CFO, developing, presenting and managing operational and capital budgets.

## Selection Criteria

- A post-secondary degree in public or business administration, applied science or related discipline required, with post-graduate training in administration preferred;
- 10+ years of senior leadership experience in a large municipality or equivalent complex organization;
- Experience reporting to a Council or Board, and working with elected officials;
- Proven ability to develop and mobilize people to achieve a shared vision and implement strategies;
- Experience leading a major transformation in a large complex organization;
- Demonstrated success in selecting, leading and developing senior leaders;
- Proven ability to establish productive and mutually respectful union/management relations;
- Experience overseeing and managing large operating and capital budgets;
- Strong experience in community and government relations (multiple levels);
- Exceptional collaboration, relationship-building and influence leadership skills; and
- Demonstrated capacity to act as a competent and credible spokesperson.

**For more information or to apply, email [Jen@harrisleadership.com](mailto:Jen@harrisleadership.com) quoting project #19125**

*The City of Winnipeg seeks diversity in the workplace. Indigenous persons, women, visible minorities and persons with a disability are encouraged to self-declare.*