



Selection Panel Report

Confidential Attachment

Appointment of the Chief Executive Officer, Toronto Zoo

Date:	February 18, 2010
To:	Board of Management of the Toronto Zoo
From:	Chair, CEO Zoo Selection Panel
Wards:	City-wide
Reason for Confidential Information:	Personal matters about an identifiable person. Labour relations or employee negotiations.
Reference Number:	

RECOMMENDATIONS

The Selection Panel recommends that:

1. The Board of Management of the Toronto Zoo approve the appointment of the CEO, Toronto Zoo as recommended in the Confidential Attachment effective March 29, 2010.
2. The Chair of the Selection Panel be authorized to execute an employment agreement with the recommended candidate in accordance with the policies in place for management staff at the Toronto Zoo, and to execute any related documents as necessary.
3. The Board of Management of the Toronto Zoo authorize the public release of the name and summary profile of the new CEO, Toronto Zoo, contained in the confidential attachment upon approval of the appointment of the CEO but not before the candidate has provided his written acceptance of the offer of employment.

FINANCIAL IMPACT

None.

ISSUE BACKGROUND

On May 21, 2009, the Board of Management of the Toronto Zoo appointed Peter Evans as Acting Chief Executive Officer, on an interim basis, effective June 1, 2009 and ending when a Chief Executive Officer appointed by the Board of Management takes office.

COMMENTS

A selection process to fill the position of CEO, Toronto Zoo was initiated in the fall of 2009. The Selection Panel was chaired by Councillor Mammoliti, and members included Councillor Cho, Councillor De Baeremaeker and Councillor Grimes. The Selection Panel was assisted by Odgers Berndtson, an independent Executive Search firm engaged to undertake the search and to support the selection process. Odgers Berndtson conducted a North American-wide search to fill this position. The Selection Panel undertook a systematic and consistent interview process, and unanimously recommends to the Board of Management of the Toronto Zoo the appointment of a CEO as identified in Attachment 1.

This report is submitted by the Chair of the Selection Panel, on behalf of the members of the Zoo CEO Selection Panel.

Councillor Giorgio Mammoliti
Chair, Zoo CEO Selection Panel

ATTACHMENTS

Confidential Attachment