



Appointment of Chief Executive Officer

Date: June 5, 2025
To: TTC Board
From: Chief People and Culture Officer

Reason for Confidential Information

This report deals with personal matters about an identifiable individual pertaining to the appointment of a Chief Executive Officer.

Summary

This report recommends, on behalf of the TTC CEO Selection Panel, the appointment of a permanent Chief Executive Officer.

At its meeting of September 6, 2024, the TTC Board appointed Greg Percy as Interim Chief Executive Officer, while the TTC began the process of recruiting a new full-time Chief Executive Officer.

At its meeting of September 24, 2024, the TTC Board, delegated to the TTC Chair and then Vice-Chair, the recruitment process for the Chief Executive Officer, including the establishment of a selection panel.

As part of the recruitment process, the TTC engaged Phelps Group to assist in the executive recruitment process.

A selection panel was established and is recommending the appointment of the individual as set out in Confidential Attachment 1 to the position of TTC Chief Executive Officer.

Recommendations

It is recommended that TTC Board:

1. Appoint the candidate identified in the Confidential Attachment 1 to the position of TTC Chief Executive Officer, with such appointment to be effective on a date agreeable to the candidate and TTC, subject to written acceptance of the terms and conditions of a contract of employment offered by the TTC.
2. Authorize the public release of the candidate, as identified in the Confidential Attachment 1, upon TTC Board's approval of the appointment.

Financial Summary

This report has no immediate financial impacts. Funding for the position of Chief Executive Officer has been included in the TTC 2025 Operating Budget.

The Executive Director – Finance has reviewed this report and agrees with the financial impact information.

Equity/Accessibility Matters

This report has no immediate equity or accessibility impacts.

Comments

This report recommends, on behalf of the TTC CEO Selection Panel, that the candidate identified in Confidential Attachment 1 be appointed as the new TTC Chief Executive Officer.

At its meeting of September 6, 2024, the TTC Board appointed Greg Percy as Interim Chief Executive Officer, while the TTC began the process of recruiting a new full-time Chief Executive Officer.

At its meeting of September 24, 2024, the TTC Board, delegated to the TTC Chair and then Vice-Chair, the recruitment process for the Chief Executive Officer, including the establishment of a selection panel.

The recruitment of the new CEO was assisted by the Phelps Group, an executive search firm with nearly 40 years of experience in national and international executive recruitment. As part of the new CEO recruitment, the Phelps Group undertook an extensive consultation process to determine the key skills, competencies, and experiences required for the new leader. This process included direct one-on-one consultations with key stakeholders and partners, and a survey with over 2100 responses from both TTC employees and members of the public.

The consultation revealed that the new permanent CEO needs to have a strong background and experience working in a dense urban environment, direct operational and maintenance experience across multimodal transit operations (including subways, buses, and light rail), and demonstrated experience in highly political environments. Additionally, the new leader must possess competencies in complex governance structures and advocacy.

The selection panel for this search included Mayor Olivia Chow, Chair Jamaal Myers, Vice-Chair (at the time) Joanne De Laurentiis, Commissioner Paul Ainslie and City Manager, Paul Johnson. TTC Chief People and Culture Officer, Shakira Naraine, assisted the selection panel and the Phelps Group.

This recruitment was an international search, and the selection panel reviewed candidates and conducted two rounds of interviews with potential candidates.

Contact

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Signature

Shakira Naraine
Chief People and Culture Officer

Attachments

Confidential Attachment 1