



HASTINGS COUNTY PROFILE

Hastings County is situated on the traditional territory of many nations including the Huron-Wendat and the Haudenosaunee peoples. The County also acknowledges the Mohawk and Algonquin nations whose traditional and unceded territory Hastings County is located on.

Geographically it is the second largest county in Ontario, stretching almost 160 kilometers from the Bay of Quinte in the south to the edge of Algonquin Park in the north. Including the cities of Belleville and Quinte West, more than 145,000 people make Hastings County their home. With easy access into the cities of Toronto, Ottawa and Montreal either by road or rail Hastings County is strategically located.

If you have a family, our elementary and secondary school systems provide high quality education through the Hastings Prince Edward Public and the Limestone School Boards. Hastings County is also proud to be the home of Loyalist College, one of Ontario's premier community colleges offering a wide range of diploma and degree programs.

Residents' health care needs are served by Quinte Health Care Corporation (QHC) and family health teams throughout the County. QHC runs three hospitals in the Town of Bancroft and cities of Belleville and Quinte West. It also owns and operates a hospital in Picton in Prince Edward County.

If you are urban focused, the cities of Belleville and Quinte West along the Bay of Quinte shoreline provide municipal services to more than 100,000 residents as well a wide range of shopping amenities, sporting venues and other cultural attractions. If rural living suits you best, Hastings County can meet your needs. Our 14 member municipalities have all that you will require including a range of housing types, shopping, entertainment, schools and access to outdoor recreational amenities including an extensive trail system that connects to other counties in our region.

Due to the retirement of the incumbent, the County of Hastings is seeking a new Chief Administrative Officer (CAO) to provide strategic and inclusive leadership during a time of growth and change.

As the ideal candidate and the new Chief Administrative Officer, you are an inspiring, dynamic leader, a strong consensus and relationship builder. In addition, you are known for your business acumen, leadership and communication skills. Your commitment is to leading best practices, continuous improvement, service delivery excellence and fiscal accountability.

Working with the Warden, Council, Senior Leadership Team and business community, you will add energy, ideas, guidance and direction to growing our County. Supports the Warden on the Eastern Ontario Warden's Caucus.

With a budget of over \$176M and a workforce of over 1,000 staff, you will lead the coordination and administration of all departments and operations through our Senior Leadership Team (comprised of 9 directors – see org chart), delivering on the strategic priorities of County Council. Your strength and skills in municipal administration and governance will assist you in turning those objectives into actions and partnership opportunities with member municipalities, senior governments, agencies and community stakeholders.

To our advantage, you understand the importance of customer service, recognizing that providing service excellence is essential to local government today. You will be instrumental in our growth by championing and ensuring the adoption of leading best practices, leading to the effective and efficient delivery of our strategic goals and focus on service.

Key to your success will be your ability to communicate and remove barriers to expansion and growth, cutting red tape while being fully committed to transparency and exceptional service to our citizens, stakeholders and staff. Your solid strategic financial planning and budgeting skills will further enhance the organization, ensuring growth is both fiscally responsible and sustainable.

Working with regional partners is an integral part of success. Being an effective interface expanding on our relationships with our municipal partners and a strong liaison with external boards, agencies, stakeholders, provincial and federal governments and the media is our expectation.

Accountable to the Warden and County Council, consisting of 14 member municipalities, you will provide expert advice and guidance ensuring Council is provided with relevant and timely information, grounded in sound business practices to support good governance and decision making. Your experience has culminated in a clear understanding of and respect for the complimentary roles and relationships of elected officials and administration to support good governance in municipalities.