



The **Chief Electoral Officer** is seeking results-oriented and motivated leaders to manage all aspects of the preparation, execution, close-out and reporting of electoral events and referenda, including the implementation and delivery of innovative recruitment strategies, administrative, financial accountability and issues management policies, in accordance with the requirements of the *Election Act* and other relevant legislation, policies, processes and guidelines.

For the Cambridge electoral district 016, you will:

- plan and implement electoral event delivery strategies including reviewing the returning office's event plans for adequacy of staffing, contingency plans, numbers and levels of staff, event delivery infrastructure, logistical and administrative set-up activities, while meeting established performance standards, benchmarks, reporting and measurement processes;
- identify opportunities for the continuous improvement of electoral event delivery functions, processes and procedures;
- manage the planning, administration and implementation of key returning office staff and field staff workforce planning and recruitment activities to administer electoral events and implement new and innovative ways to reach new recruits while ensuring outreach, recruitment and selection strategies are barrier-free, fair, equitable, open and transparent;
- develop and manage relationships between Elections Ontario and its stakeholders, including electors, outreach groups, media and candidates, working to develop and foster positive relationships in the development of workforce planning and recruitment initiatives and services;
- manage special projects of varying size and complexity, fulfilling requirements, securing resources and meeting deliverables to defined standards/timelines/budgets;
- manage the work of returning office, satellite office and voting locations staff and returning office budget, ensuring compliance with Elections Ontario's policies;
- comply with standards and administrative structures to support budgeting and expenditure management for assigned activities in the returning office, both in support of and between electoral events, including monitoring activities to ensure adherence with corporate financial, human resource and administrative systems and compliance with the regulated Schedule of Compensation;
- execute/implement processes and procedures for all returning office materials, goods and services acquisitions through appropriate sourcing strategies and procurement instruments, and comply with Election Ontario's recommendations on appropriate methods/mechanisms;
- plan, implement and manage the accommodation logistics and set-up for the returning office, including the design and management of processes and procedures to negotiate and manage the contracts and service agreements for the returning office location with landlords;
- build and manage relationships with suppliers/vendors of necessary election services/supplies, ensuring services, supplies and up-to-date contact information are available and easily distributed in the event of an electoral/referenda event;
- plan, implement and deliver all voting channels, which include advance voting, special ballots, assistive devices, etc, and ensure the accuracy in numbers of ballots, candidate information and timeliness of delivery;
- maintain the list of electors for your district during electoral events, prepare, distribute and track election-related products, and ensure the confidentiality and security of elector information;
- analyze the current and potential contribution of elector, address and geography information to develop outreach and other event or communication-related initiatives and to support event planning;
- deliver relevant information to Elections Ontario for the preparation and production of event-related elector, geography and address products and target revision support inventory and graphic products for internal and external web-based enquiry support;

Qualifications:

- highly developed management, leadership and administrative skills to manage returning office staff, satellite office and voting locations staff, and provide operational and functional guidance and prioritize work;
- knowledge and demonstrated experience applying strategic and project planning and management principles, theories, policies and practices, and managing operational planning, performance measurement and project delivery activities to ensure effective electoral event resource preparation and delivery for the prescribed electoral district;
- demonstrated knowledge of and experience applying budgeting and financial management processes to manage and administer the returning office budget, following the established financial framework/processes/policies for electoral event delivery, as well as for the implementation of electoral event infrastructure delivery systems;
- demonstrated knowledge of workforce planning and recruitment strategies, practices, policies, standards and governing legislation;
- demonstrated knowledge of acquisition/procurement management principles, theories, policies and practices for the acquisition of all materials, goods and services;
- demonstrated knowledge of the principles of facilities management, building access controls and the regulations and legislation governing workplaces;
- demonstrated knowledge and understanding of risk management principles, quality assurance standards and business performance measures to implement electoral event delivery strategies and plans, and identify opportunities for the continuous improvement of electoral event delivery functions, processes and procedures;
- knowledge and understanding of the *Election Act*, *Accessibility for Ontarians with Disabilities Act (AODA)*, the *Ontario Human Rights Code* and privacy legislation;
- highly developed oral / written communications, consultation, relationship management and interpersonal skills;
- demonstrated research, analytical and problem-solving skills;
- demonstrated knowledge of address standards in place and under development nationally, and their relationship to physical geography to ensure the preparation and production of consistent address products and to maintain data sharing capacity;
- demonstrated knowledge of computer technology systems and various software applications/databases to utilize programs and electronic resources;
- knowledge and understanding of Election Ontario's business operations, policies and procedures and electoral practices, legislation and regulations in Ontario;
- must hold a valid driver's license and have access to a vehicle;
- has access to a cellular phone and a computer with Internet; and
- local demographic and geographic knowledge of electoral district would be considered an asset.

How to Apply: submit a resume and cover letter to RO@hrassociates.ca by October 6th, 2017.

For additional information please visit www.electionsontario.hrassociates.ca

If you require a disability-related accommodation to participate in the recruitment process, please email us. We will accommodate your needs under the Ontario Human Rights Code.

While we appreciate all applications, only those candidates selected for an interview will be contacted.

We thank all applicants for their submissions.

An Equal Opportunity Employer