

OFFICE OF THE AUDITOR GENERAL - ADVISORY ACTIVITY REPORT

TYPE OF REQUEST: Advisory to Recruitment Process for Director of Finance

DATE: May - July 2011

SYNOPSIS: Through active participation on the interview panel, assist HRM by providing advice and assistance with respect to the selection of the Director of Finance. The Auditor General accepted the request based on his years of experience in the field of accounting and in recognition of the importance of the role of Director of Finance.

CHRONOLOGY:

- met with external recruiting firm to define the role of Director of Finance and to advise on the attributes, experience and skill levels required of the ideal candidate who would best serve HRM in the position of Director of Finance (May 17th)
- personally reviewed all applications received (July 11th)
- participated on the interview panel for candidates (July 15th)
- met with the CAO and the top-listed candidate for more in-depth follow-up (July 21st)

NOTES:

Due to the Auditor General's years as a partner in a national accounting firm, the external recruiters and the CAO felt the Auditor General added depth and knowledge to the process; based also on his knowledge of HRM, the Auditor General added value in evaluating the particular skills which the top candidate should possess, specifically skills which the organization needed at the particular point in time.

In this advisory capacity relating to the recruitment process for the Director of Finance, the Auditor General spent approximately 22 hours.