



Position Specification

Toronto Global

Chief Executive Officer

March 2020



POSITION SPECIFICATION

Position	Chief Executive Officer
Company	Toronto Global
Location	225 King St. W. Toronto, ON
Reporting Relationship	Board of Directors
Website	www.torontoglobal.ca

COMPANY BACKGROUND/CULTURE

Toronto Global was created in 2017 with the support and funding from all three levels of government and is responsible for attracting Greenfield Foreign Direct Investment (FDI) to the financial and business capital of Canada and the largest city- region in the country. Representing the Cities of Toronto, Mississauga and Brampton, and the Regions of Durham, Halton, and York, Toronto Global is based on a solid partnership and collaboration with its funding partners.

Toronto Global helps organizations access the most dynamic and innovative region in the world. It actively seeks global companies interested in expanding to the Toronto Region and connects investors with the right opportunities that will facilitate the successful growth of their business.

As an arms-length organization representing the municipalities in the region, Toronto Global works with its municipal partners and the federal and provincial governments to provide a comprehensive, customized service that allows for a smooth transition for international companies wishing to do business here. Toronto Global is dedicated to understanding its clients' business needs and delivering tailored, innovative solutions that will set the stage for their success in the Toronto Region. Toronto Global's services include:

- Conducting one-on-one consultations with businesses and site selectors making global business investment decisions
- Assisting companies locating in the Toronto Region with navigating the transition process
- Facilitating introductions to sector experts and all three levels of government
- Providing guidance on site selection
- Providing market information and industry and economic benchmarking analysis
- Connecting clients to qualified professional service providers
- Providing immigration support to clients as a certified referral partner for the Global Talent Stream/Global Skills Strategy

Since Toronto Global's launch, the organization has facilitated over 100 new investments into the Toronto Region, representing over 5,000 direct jobs and close to \$1 billion in capital expenditure. During these first three years, Toronto Global has also expanded the organization to a staff complement of 26 people, seen significant growth in its internal lead generation program, tested new approaches to FDI marketing and lead generation in the digital space (winning multiple awards for these pioneering efforts) and championed the unique and very public process of responding to Amazon's North American search for an HQ2, managing to be recognized as the only region outside the United States and Mexico to make the final short list. Toronto Region's bid book for Amazon's HQ2 has been downloaded nearly 21,000 times by domestic stakeholders and prospective clients.



KEY RESPONSIBILITIES

The incoming CEO will be a highly strategic and influential leader for the organization and instrumental in furthering Toronto Global's mandate. The successful candidate will reinforce Toronto Global's role as the driving force for FDI, being viewed as a trusted partner by our funders and promoting the continued growth of the economies of Toronto, Mississauga and Brampton and the Regions of Durham, Halton, and York.

Specific responsibilities include:

- Advancing Toronto Global's mandate and vision to drive FDI and continue to effectively diversify investments across the entire region
- Developing the five-year strategic plan to advance Toronto Global's mission and ensure the organization is well funded and delivering on its growth mandate
- Ensuring the annual business plan process aligns with the strategic plan and to established KPI's and corporate metrics
- Serving as the chief spokesperson for Toronto Global
- Personifying the corporate culture of excellence, collaboration and high ethical standards
- Maintaining and developing relationships with key stakeholders in both the public and private sectors, including all three levels of government, key external partners and stakeholders, and the corporate community
- Creating and reinforcing positive relationships with stakeholders and partners through effective and ongoing communication, consistent and transparent reporting processes and working to strengthen the reputation and brand of Toronto Global in domestic and key international markets
- Motivating all departments and staff within the organization by driving excellence and commitment, ensuring synergies across the entire organization with our combined team goal of supporting lead generation
- Approving and adhering to operating budgets that align to and are consistent with Toronto Global's strategic plan
- Attracting, retaining and motivating top-quality employees at all levels of the organization
- Building and leading an effective management team and developing a plan for its development and succession
- Overseeing the day-to-day operations of Toronto Global, including the implementation of best practices of corporate governance and ensuring the appropriate risk management policies and procedures are in place

YEAR ONE CRITICAL SUCCESS FACTORS

- Meaningfully engaged with all funding partners to ensure that Toronto Global is effectively delivering on its mandate and that the organization is well positioned for continued growth
- Successfully executed on the strategy to continue to diversify and grow investments into the '905' region
- Delivered on the organization's business plan to achieve the 2020-2021 corporate objectives and KPI's, including the number of investments, capital expenditure and number of jobs created through greenfield direct investment
- Effectively led a strong, motivated team and enhanced its capabilities
- Be a trusted, credible, and reliable executive to the Board of Directors, partners, and key internal and external stakeholders
- Present a five-year strategic plan to the Board of Directors for approval and implementation



PROFESSIONAL EXPERIENCE/QUALIFICATIONS

The new CEO will be a dynamic leader who will effectively communicate the vision of Toronto Global and raise its profile, in addition to the profile of the Toronto region. The successful candidate will bring:

- A minimum of 15+ years of progressive leadership experience in the public sector, not-for-profit, consulting, and/or corporate communities, ideally within the Toronto Region; however, candidates from other jurisdictions across Canada are also welcome
- An impeccable reputation and credibility as a senior executive with deep ties to the region and the regional business community
- Exposure to/credibility with the three levels of government
- An understanding of the foreign direct investment landscape, including the opportunities and challenges with attraction to the Toronto Region
- Experience with developing and executing strategies to expand revenue streams
- Experience and background in working with a diverse group of stakeholders and putting collaboration front and center in building constructive relationships with funding partners; an understanding that building, and maintaining these relationships by demonstrating on-going interest in their views and respect for their insights is critical to success
- Excellent communication and interpersonal skills, an ability to act as an advocate and spokesperson for Toronto Global and the region more broadly
- Advanced relationship building skills. Leveraging relationships to uncover new business opportunities and unmet needs. Maintaining high level of satisfaction with partners

EDUCATION

- Undergraduate degree is required with a post-graduate degree an asset.

KORN FERRY CONTACTS

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