

THE CORPORATION OF THE COUNTY OF MIDDLESEX

BY-LAW #7328

A BY-LAW to appoint Durk Vanderwerff as Interim Chief Administrative Officer of the Corporation of the County of Middlesex.

WHEREAS:

- A. Section 229 of the *Municipal Act, 2001*, S.O. 2001, c.25, as amended (the “Act”), provides that the Council may by by-law appoint a Chief Administrative Officer, who shall be responsible for,
- (i) exercising general control and management of the affairs of the municipality for the purpose of ensuring the efficient and effective operation of the municipality; and
 - (ii) performing such other duties as are assigned by the municipality;

NOW THEREFORE the Council of The Corporation of the County of Middlesex enacts as follows:

1. THAT Durk Vanderwerff is hereby appointed Interim Chief Administrative Officer of the Corporation of the County of Middlesex effective April 22, 2025;
2. THAT the Interim Chief Administrative Officer shall be responsible only to the Council of the County, perform such duties as are lawfully prescribed and generally manage the business affairs of the County in a diligent, competent and lawful manner through Department Heads and others reporting to the Chief Administrative Officer and subject always to the policies and directions of Council;
3. THAT more particularly, the Interim Chief Administrative Officer shall be responsible for the duties, responsibilities and obligations set out in the complete job description attached to this by-law as Schedule “A”;
4. THAT the Chief Administrative Officer shall delegate appropriate duties and responsibilities to Department Heads within the approved organizational structure;
5. THAT By-law #5407, #5795, and #6025 is hereby repealed;
6. AND THAT this By-Law will come into force and take effect on April 22, 2025.

PASSED IN COUNCIL this 22nd day of April, 2025.

Brian Ropp, Warden

Marci Ivanic, County Clerk



Schedule "A"

COUNTY OF MIDDLESEX POSITION DESCRIPTION

TITLE:	Chief Administrative Officer
DEPARTMENT:	Administration
REPORTS TO:	County Council
EFFECTIVE DATE:	September 2022

POSITION SUMMARY

Reporting to Council, the Chief Administrative Officer (CAO) is responsible for providing vision and leadership to the County through planning, organizing and directing the operation of all County services with the exception of the Land Ambulance Service in accordance with legislation, by-laws and policies established by Council.

The CAO serves as the organization's representative to the community and community organizations, media, other levels of government, and professional associations. The CAO advises Council and recommends actions to address current and emerging issues as well as trends to ensure that Council policies and programs result in the attainment of Council's vision and mission.

PRINCIPAL DUTIES & RESPONSIBILITIES

Administration:

- Coordinates, leads and directs the senior management team in the efficient administration of the County, in accordance with the policies and plans approved and established by Council.
- Directs, coaches and motivates a team of staff to manage the day-to-day operations of the County and deliver programs and services to residents in a manner that meets quality standards set by Council.
- Attends Council meetings, Committee meetings and other meetings as required by Council to keep informed of issues and participates in discussions on the strategic and operational direction of the County.
- Oversees the preparation of annual operational plans and the municipal budget, and once the budget is approved by Council works with the Treasurer and other staff to allocate funds and monitor expenditures and revenues to ensure financial accountability.

- Works closely with Council to foster a positive working environment, promotes effective communications, resolves problems and issues, and develops and implements strategies and policies to attract and retain employees.
- Provides advice and expertise to Council, including the identification of legal and financial implications of initiatives and the potential impact on staff and the community.
- Performs liaison functions between Council and citizens on administrative matters pertaining to by-laws, policies, or programs, investigates and handles public complaints and concerns, reports to Council as necessary.
- Develops and promotes a strong working relationship with Council.
- Exercises all of the powers and duties of the position of Chief Administrative Officer, as prescribed by the Statutes of Ontario, and as may be prescribed by Council from time to time.

Planning, Strategy and Direction

- Coordinates and oversees the development and implementation of an inclusive consultation process culminating in a Council approved strategic plan, operational objectives and supporting policy framework. This includes consulting with key stakeholders and consultants to establish an appropriate strategic planning process.
- Promotes, communicates, and advances Council's vision, values, priorities, and objectives to Directors and staff. Ensures department strategies, plans, and initiatives are aligned with the County's vision, values and priorities.
- Develops and implements long-term plans and objectives within the County in conjunction with the Department Heads.
- Recommends to council new initiatives, changes to programs/services, or changes to the organizational structure to improve effectiveness and/or efficiency or service delivery to Council.
- Demonstrates evidence of high performance and competent stewardship, reporting on meaningful, accurate and timely management, performance and quality service targets to align with strategic priorities.
- Develops and regularly reviews executive policy for Council approval.



Financial Management

- Oversees the preparation of the annual budget and monthly financial reports for submission to and approval of Council.
- Ensures expenditures receive necessary approvals and are within the approved budget. Evaluates and recommends actions to be taken with respect to the County's financial position.
- Monitors the delivery of municipal services through the various department heads to ensure that council's budget and business plans are followed.
- Ensures all purchasing and procurement is in compliance with the County's procurement policies and procedures.
- Oversees the development, approval and implementation of long-term capital works budgets and management of municipal assets and infrastructure.

Human Resource Management

- Oversees the management of all human resources, including progressive and fiscally sound policy and procedures; and the recruitment, hiring and termination, supervision, training, development, evaluation and compensation of staff and contractors.
- Supports growth and development of the staff team and individual members.
- Develops appropriate communications procedures to ensure that all employees are informed regarding the policies and directions of council. Monitors the implementation and execution of all council policies by responsible departments.

MINIMUM QUALIFICATIONS

Education and Experience

- A university degree in a relevant discipline, together with a minimum of ten (10) years experience working as a senior manager in a municipal government environment, or equivalent private-sector experience.

Knowledge, Skills and Abilities

- Demonstrated knowledge of the *Municipal Act* and other relevant Acts and regulations that impact municipalities.
- Strong interpersonal skills that inspire commitment, collaboration and teamwork.

- Excellent verbal/written and interpersonal skills; has the ability to resolve conflicts and deal with sensitive or political issues in an effective and timely manner.
- Proven success developing and implementing strategic and operational business plans.
- Demonstrated ability to prioritize, multi-task and manage projects, translating vision and strategy into tangible results and outcomes.
- Trustworthy leader who demonstrates openness, trust, ethics and integrity.
- Strategic and innovative thinker with a proven ability to champion and successfully implement change.
- Demonstrates a commitment to the empowerment, development and mentoring of staff.

Working Conditions

- Normal hours of work are 35 hours per week, Monday to Friday, with regular extra time required, including evening meetings. Regularly responds to emails and phone calls after hours from members of Council, local media, staff for the purpose of issues management.