

Recruitment Processes Audit

RECOMMENDATION:

That the Audit Committee:

1. Receive this report for the Corporate Record; and
2. Recommend that Council receive this report for the Corporate Record.

RECOMMENDATION OF THE AUDIT COMMITTEE, 2023 APRIL 19:

That Council receive this report for the Corporate Record.

HIGHLIGHTS

- Bylaw 30M2004 (as amended) established the position of City Auditor and the powers, duties, and functions of the position. In accordance with Bylaw 30M2004 (as amended), the City Auditor reports the outcome of all audits to the Audit Committee (including Administration's response and corrective actions to be taken in regard to specific recommendations). The City Auditor is accountable to Council and subject to the oversight of Audit Committee under Bylaw 33M2020.
- What does this mean to Calgarians? The City Auditor's Office provides independent and objective audit assurance services to add value to The City of Calgary and enhance public trust.
- Why does it matter? Recruitment is a key process that supports an inclusive workplace. Recruitment is key to building a diverse organization, and utilizing the collective experiences, skills and perspectives of a diverse workforce is important to The City as it creates business value and supports The City's commitment to make life better for all Calgarians.

ATTACHMENTS

1. Recruitment Processes Audit
2. Presentation – Recruitment Processes Audit

Department Circulation

Name	Title, Department or Business Unit	Approve/Consult/Inform
Liz Ormsby	City Auditor	Approve
David Duckworth	City Manager	Inform
Carla Male	Chief Financial Officer	Inform
Chris Arthurs	General Manager - People, Innovation & Collaboration Services	Inform
Mark Lavallee	Chief Human Resources Officer - Human Resources	Inform
William Oakes	Manager, Talent Management -	Inform

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	Human Resources	
Christiana Stevens	Manager, People and Cultur	Inform
Cheryl Goldsmith	Leader – Human Resources Talent Acquisition	Inform
Adediwura Odiase	Leader – Human Resources Employee Experience	Inform