

**STAFF REPORT  
ACTION REQUIRED  
with Confidential  
Attachments**

## **Update from City Librarian Selection Committee: City Librarian Recruitment and Selection**

**Date:** January 27, 2025

**To:** Toronto Public Library Board

**From:** City Librarian Selection Committee

**Reason for Confidential Information:**

This report involves personal matters about an identifiable individual – Public Libraries Act, R.S.O 1990, Chapter P. 44, s. 16.1 (4) (b).

### **SUMMARY**

---

The City Librarian, Vickery Bowles, announced on November 7, 2024, her intention to retire from Toronto Public Library in mid-2025. On October 28, 2024, the Library Board approved the establishment of a City Librarian Selection Committee and appointed members of the Committee. On the request of the Board Chair and Vice Chair, the Director of Human Resources undertook a confidential procurement process, leading to the selection of Odgers Berndtson to support the recruitment and selection of the City Librarian.

As the initial part of its engagement, Odgers Berndtson consulted with key library sector leaders and TPL stakeholders, to inform the development of position qualifications and selection criteria for the role of City Librarian. On January 14, 2025, representatives of Odgers Berndtson met with the City

Librarian Selection Committee to review the position qualifications and selection criteria materials. On the request of the Chair of the Selection Committee, these documents are being brought to the Library Board for information.

## **RECOMMENDATIONS**

---

**The City Librarian Selection Committee recommends that the Toronto Public Library Board:**

1. receives the confidential report from the City Librarian Selection Committee (Attachment 1); and
2. approves that the information concerning TPL Succession Planning not be made public because the subject matter deals with personal matters about an identifiable individual.

## **CONTACT**

Brian Daly; Director, Human Resources; Tel: 416-395-5585; Email: [bdaly@tpl.ca](mailto:bdaly@tpl.ca)

## **SIGNATURE**

---

Brian Daly  
Human Resources

## **ATTACHMENTS**

Confidential Attachment 1

City Librarian Recruitment and Selection –  
Confidential Report