



**STAFF REPORT  
ACTION REQUIRED  
with Confidential  
Attachment**

**City Librarian Recruitment – Position Qualifications and  
Selection Criteria**

**Date:** January 14, 2025

**To:** City Librarian Selection Committee

**From:** Director, Human Resources

**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**

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The City Librarian, Vickery Bowles, announced on November 7, 2024, her intention to retire from Toronto Public Library (TPL) in mid-2025.

At 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. Representatives of Odgers Berndtson will present the confidential results of these consultations at this meeting.

## RECOMMENDATIONS

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**The Director, Human Resources, recommends that the City Librarian Selection Committee:**

1. approves the proposed position qualifications and selection criteria for the role of City Librarian as outlined in Confidential Attachment 1.

## CONTACT

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## SIGNATURE

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Brian Daly  
Human Resources

## ATTACHMENTS

Confidential Attachment 1	City Librarian: Position Qualifications and Selection Criteria
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