

June 10, 2022

City Manager appointed for City of Red Deer after nation-wide search

The City of Red Deer is pleased to announce the appointment of Tara Lodewyk as the next City Manager. Lodewyk has been the interim acting City Manager since the retirement of City Manager, Allan Seabrooke in May of 2021.

1. When did the search for a new City Manager begin?

In May of 2021, City Council began the process of recruitment for a new City Manager to lead operations at The City of Red Deer and initiated a nationwide search. This was following the retirement of City Manager, Allan Seabrooke. Tara Lodewyk led the organization as Interim City Manager during this time.

2. What was the selection process for the City Manager position?

A City Manager Recruitment Committee (CMRC) was struck, and a hiring consultant brought onboard to lead the process. The CMRC is made up of members of Council, as a committee of Council, but ultimately all of Council decided on the right candidate for City Manager.

In March of 2022, the consultant launched a public advertising campaign for the recruitment of a new City Manager. They entered into active outreach, engagement, and evaluation on behalf of The City of Red Deer with internal and external stakeholders to identify the ideal qualities and characteristics for the next City Manager, as well as the challenges and opportunities ahead for The City. The CMRC decided and presented to Council at the June 10 Special Council meeting, where Council voted on the appointment. The vote was unanimous.

3. Who was the consulting firm used for the search?

The City brought on Janet Soles and Associates Executive Search to conduct the nation-wide search for our next City Manager through a Request for Proposal process (RFP).

4. How many people applied and were interviewed for the position?

Janet Soles and Associates conducted a nation-wide search, reaching out to over 250 people across Canada, and interviewed over 40 people for the role. The search committee conducted first round interviews in April, and then in May, City Council participated in second round interviews.

5. What is Tara Lodewyk's background?

Tara Lodewyk has been with The City for 12 years, and brings ten years of leadership experience, community relationships and knowledge to the position of City Manager. With a background in planning, and a love for our city, Tara brings a wealth of knowledge, and support from administration moving into this permanent position as City Manager. Lodewyk has proven herself a visionary leader focused on building relationships and fostering a *One City* team culture in service to citizens and customers.

Education:

Register Professional Planner (RPP), since 2007: Alberta Institute of Planners and Canadian Institute of Planners

University of Saskatchewan: 1994 – 1998 Bachelor of Arts, Honours, Regional and Urban Development (Planning)

Memorial University of Newfoundland: 1999 Small Business Counseling Certificate

Work history:

2006 - 2010 Planner - Parkland Community Planning
2010 - 2011 Senior Planner – City of Red Deer
2011 - 2015 Manager of Planning Services
2015 - present Director of Planning and Development Services (restructure and transition to General Manager of Development and Protective Services in October 2020)

Current Acting and Interim City Manager Assignment:

May 21, 2021 Acting City Manager
July 21, 2021 Interim Acting City Manager

Continued education and interest:

- Member of Canadian Association of Municipal Administrators (CAMA)
- Indigenous Studies and Reconciliation with AB Municipalities, Ray Pogorzelski, March 2022
- Political Acumen Masters Class, 2021
- Smart City Conferences (2020, 2018)
- Conflict Resolution, Justice Institute of BC, 2019
- Public Participation, IAP2 Training 2018
- Several Courses in Process Improvement, 2014-2016
- Rapid Team Results Training with Mark Samuel, 2016
- Red Deer College courses on Dealing with Difficult People, Managing Stress, Communicating with Confidence and Project Management
- Diversity and Inclusion, Respectful Workplace, and Safety Training, The City of Red Deer

6. What are the details of the contract and compensation for the City Manager position?

The City Manager is the head of administration, leads the organization and provides the link between City Council and other levels of government, the community, and administration. Compensation for this position needs to be sufficient to attract and retain a qualified candidate. The compensation offered was reflective of the size of our community when compared to other municipalities across Western Canada.

Compensation for this position is \$260,000 per year, with an annual performance review as per regulations in the Municipal Government Act. There was no re-location allowance needed, as the successful candidate was local.

7. When does this new position take effect?

The commencement date for Lodewyk is July 1, 2022. Other internal reassignments that have been in place will be assessed and reviewed over the coming weeks and months.

For more information, contact:

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