



University of Toronto Mississauga
Students' Union
LOCAL 109 OF THE CANADIAN FEDERATION OF STUDENTS

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Executive Director Hiring Committee Report (October 24th, 2019)

INTRODUCTION

The report outlined the hiring process for **UTMSU Executive Director**:
The UTMSU Executive Director hiring committee includes the following members:

Hiring Committee for Executive Director:

President: **Mr. Atif Abdullah**

Vice President Internal: **Ms. Sara Malhotra**

Vice President Equity: **Ms. Habon Ali**

Board Member #1: **Ms. Azima Tarannum**

Board Member #2: **Mr. Jicheng Lu**

EQUITY IN HIRING

The UTM Students' Union is an employment equity employer. Applications from all qualified candidates were welcomed; including those from people of color, aboriginal people, people with disabilities, members of the queer and trans-community, and women. Expressed interest was kept strictly confidential.

During the Interview, each candidate was asked equity related interview questions to gauge their understanding of the concept of Equity in the workplace.

THE HIRING PROCESS

The Executive Director position was advertised for 14 days. The job was posted on Charity Village, a job bank for non-profit organizations. It was posted from September 26th, 2019 to October 8th, 2019 with over 6000 views.

The Hiring Committee received 15 applications for Executive Director. The review process took a week and 3 candidates were narrowed down for the position that fit well with the job description. The interviews took place from Oct 3rd, 2019 to Oct 8th, 2019.

On Oct 9th, 2019, the hiring committee decided on the candidate that best fit the job description for Executive Director. Ms. Nour Alideeb was offered the job and following process, hired.

RECOMMENDATION BY THE HIRING COMMITTEE:

The following qualified candidates are being recommended by the Hiring Committee to fill the available full-time positions for 2019:

Executive Director

Nour Alideeb