



NEWS RELEASE

Town of Niagara-on-the-Lake Provides Update on CAO Recruitment Process

For Immediate Release

April 15, 2025

The Town of Niagara-on-the-Lake is providing an update on its ongoing recruitment process for a new Chief Administrative Officer (CAO), following its [most recent update in October 2024](#).

Throughout the process, the Town has extended offers to three qualified candidates. However, for various personal and professional reasons, these offers were declined, including the most recent earlier this month. Recruitment efforts will continue over the coming months.

“Recruitment for such a key leadership position can take time, and I want to thank the Phelps Group, the Town’s Selection Committee, and Interim CAO Bruce Zvaniga for their continued commitment to this process,” stated Lord Mayor Gary Zalepa. “I am confident that we will find the right candidate to lead our Town into the future. On behalf of Council, thank you to the community and Town Staff for your ongoing support throughout this process.”

The Town’s recruitment partner, Phelps, attended a Closed Session at tonight’s Committee of the Whole – General Meeting to provide an update to Council Members about the recruitment process. The next steps in the recruitment process include renewed market engagement and targeted outreach over a condensed period, followed by an expedited selection process.

The Town sincerely thanks Interim CAO Bruce Zvaniga for his ongoing leadership during this transition period, supporting Staff in advancing the Town’s strategic priorities.

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