



Rugby Ontario CEO Search Report & Decision

Dear club presidents and greater members of the Canadian rugby community,

I am pleased to provide you with the following report that outlines the process undertaken by the CEO Search Committee to select Rugby Ontario's new Chief Executive Officer. Please note, a formal communication to the entire membership shall follow.

The CEO Search Committee was established at the June 6th Board Meeting with a mandate to run a professional search with the support of an executive search firm (Bluenose & Company). After some preparation including the development of a job specification, they launched the search by posting the role on Rugby Ontario, Rugby Canada and SIRC's (Sport Information Resource Centre) web and other social sites on July 10th. Throughout July and August, with the support of Bluenose & Company, they met weekly to review the candidates, select relevant ones for a phone screening interview, and to review the outcome from the phone interviews from the previous week. This resulted in the following:

- 72 candidates applied for the position
- 41 candidates were put forward for consideration by the Committee from 8 countries (Canada, US, South Africa, France, Bolivia, England, Scotland, Spain)
- 32 candidates contacted for a telephone screening interview
- 17 candidates were contacted for a second screening interview – 15 males, 2 females
- 5 candidates were selected as finalists for in-person panel interview – 5 males, 1 female

While the committee is satisfied with the caliber of the candidates that applied for the role, they expressed disappointment in the diversity of the slate that they were able to attract for the role. They were conscious of this from the beginning and took numerous steps to solicit interest from relevant individuals, with limited success.

The in-person interviews were conducted on Sept 5th and 6th with the 5 finalists. Each candidate was given 3 questions representing relevant issues that they may encounter as the CEO and were asked to prepare a presentation to share with the Committee. The Committee members spent 90 minutes with each candidate covering their presentation, additional questions from the Committee, and questions from the candidates to the Committee. These interviews allowed them to clearly differentiate the candidates and ultimately allow them to reach consensus around a single candidate to put forward to the board for the role. On September 8th, the board of directors of Rugby Ontario unanimously supported the Committee's recommendation for CEO and in the following weeks, a formal offer was prepared and presented.

To this end, I am pleased to announce that Myles Spencer has accepted Rugby Ontario's offer of employment. On October 15th Myles will formally assume the role and duties of Chief Executive

Officer at Rugby Ontario. Myles stood out from the other candidates in terms of his professionalism, presence, commercial strategy, and deep rugby background. Myles has a collaborative style and is highly credible as a leader in the rugby community. His governance experience, deep financial acumen, and adherence to the values of the sport will be of great value to the membership, administration and to the board.

Myles has superior knowledge of amateur sporting organizations, having served multiple roles within Rugby Canada, including Chief Operating Officer for over six years. He was instrumental in the organizational and commercial transformation of Rugby Canada, developed and implemented membership management programs and led the design and construction of the Al Charron Rugby Canada National Training Centre project in Langford, BC. More recently, Myles oversaw an existing and evolving portfolio of revenue generating and fundraising events for True Patriot Love Foundation - Canada's largest national charity supporting military and Veteran families. Myles intends to bring all of his experience forward to further enrich the rugby experience in Ontario.

Myles is excited about the role and will not doubt bring both an enthusiasm and a deep network of contacts that will allow him to hit the ground running quickly in an actionable and tangible way.

Please join me in congratulating Myles as he takes on this next chapter of what has already been an impressive career trajectory.

On behalf of the Board of Directors,

A handwritten signature in black ink, appearing to read 'Kathleen McGinn', written in a cursive style.

Kathleen McGinn
Chair, Rugby Ontario