

Select Special  
**Ethics Commissioner and  
Chief Electoral Officer  
Search Committee**

**Report of the Committee**  
***Chief Electoral Officer Recommendation***

**Thirty-First Legislature  
First Session  
October 2024**



Select Special Ethics Commissioner and  
Chief Electoral Officer Search Committee

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**LEGISLATIVE ASSEMBLY of ALBERTA**

**Select Special Ethics Commissioner and Chief Electoral Officer Search Committee**

October 2024

**To the Honourable Nathan M. Cooper  
Speaker of the Legislative Assembly  
of the Province of Alberta**

The Select Special Ethics Commissioner and Chief Electoral Officer Search Committee has the honour to submit its report containing the recommendation of a candidate for the position of Chief Electoral Officer for consideration by the Legislative Assembly.

Sincerely,

*(original signed by)*

Shane Getson, MLA  
Chair, Select Special Ethics Commissioner and Chief Electoral Officer Search Committee

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**SELECT SPECIAL ETHICS COMMISSIONER AND CHIEF ELECTORAL OFFICER  
SEARCH COMMITTEE**

**COMMITTEE MEMBERSHIP**  
(December 5, 2023, to May 23, 2024)

**Chair:**

Tany Yao, MLA  
Fort McMurray-Wood Buffalo (UC)

**Deputy Chair:**

Glenn van Dijken, MLA  
Athabasca-Barrhead-Westlock (UC)

**Members:**

Lorne Dach, MLA  
Edmonton-McClung (NDP)

Angela D. Pitt, MLA  
Airdrie-East (UC)

Nolan B. Dyck, MLA  
Grande Prairie (UC)

Hon. Irfan Sabir, MLA  
Calgary-Bhullar-McCall (NDP)

Janis Irwin, MLA  
Edmonton-Highlands-Norwood (NDP)

Jason Stephan, MLA  
Red Deer-South (UC)

Chelsae Petrovic  
Livingstone-Macleod (UC)

Peggy K. Wright  
Edmonton-Beverly-Clareview (NDP)

**Substitutions pursuant to Standing Order 56(2.1-2.4):**

Shane C. Getson\*  
Lac Ste. Anne-Parkland (UC)

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\* Mr. Getson was a substitute for Mr. Stephan on April 23 and 26, and May 6 and 8, 2024.

**SELECT SPECIAL ETHICS COMMISSIONER AND CHIEF ELECTORAL OFFICER  
SEARCH COMMITTEE**

**COMMITTEE MEMBERSHIP**

(May 23, 2024, to October 30, 2024)

**Chair:**

Shane C. Getson, MLA  
Lac Ste. Anne-Parkland (UC)

**Deputy Chair:**

Glenn van Dijken, MLA  
Athabasca-Barrhead-Westlock (UC)

**Members:**

Lorne Dach, MLA  
Edmonton-McClung (NDP)

Garth Rowsell, MLA  
Vermilion-Lloydminster-Wainwright (UC)

Hon. Grant R. Hunter, MLA  
Taber-Warner (UC)

Hon. Irfan Sabir, MLA  
Calgary-Bhullar-McCall (NDP)

Janis Irwin, MLA  
Edmonton-Highlands-Norwood (NDP)

Ron Wiebe, MLA  
Grande Prairie-Wapiti (UC)

Chelsae Petrovic  
Livingstone-Macleod (UC)

Peggy K. Wright  
Edmonton-Beverly-Clareview (NDP)

## COMMITTEE MANDATE

### Government Motion 15

On December 5, 2023, the Legislative Assembly passed Government Motion 15, which appointed the Select Special Ethics Commissioner and Chief Electoral Officer Search Committee, an all-party committee consisting of 10 Members, for the purpose of inviting applications for the positions of Ethics Commissioner and Chief Electoral Officer and to recommend to the Assembly the applicant it considers most suitable to each of these positions.

## CHIEF ELECTORAL OFFICER – RECOMMENDATION

At the October 30, 2024, meeting of the Select Special Ethics Commissioner and Chief Electoral Officer Search Committee the following motion was passed by the Committee:

That the Select Special Ethics Commissioner and Chief Electoral Officer Search Committee

- (a) approve the draft report dated October 2024,
- (b) recommend to the Legislative Assembly that
  - i) Gordon McClure be appointed to the position of Chief Electoral Officer effective November 18, 2024, and
  - ii) the Speaker be authorized to, on its behalf, enter into a remuneration agreement with the appointee as it relates to Mr. McClure's appointment.

## SELECTION PROCESS

The searches for the Ethics Commissioner and Chief Electoral Officer were conducted over several meetings, beginning on December 19, 2023. In May 2024 the Committee reported its recommendation on a candidate for the Ethics Commissioner position and confirmed that it would conduct a second round of recruitment for the Chief Electoral Officer position.

The second recruitment campaign for the position of Chief Electoral Officer included an advertising package in the *Globe and Mail*, which included a triple print run as well as placement on the *Globe and Mail* website, with premium positioning in their career display on eluta.ca. Additional advertising was placed through Postmedia, which included the career sections of the *National Post*, *Edmonton Journal*, and *Calgary Herald* as well as posting on workopolis.ca. The opportunity was promoted across all LAO social platforms for a month, including the LinkedIn job site. It was posted on the Committee page on the Assembly website. There were targeted placements on specific professional association career sites in addition to a media advisory to increase awareness.

The Committee was pleased to receive applications from candidates around Alberta and other jurisdictions in Canada. At the request of the Committee, Executive Search completed screening reports on top applicants, and the Committee reviewed all resumés and screening reports to determine a candidate shortlist for preliminary interviews. At the direction of the Committee, officials from Executive Search conducted preliminary interviews with identified candidates and reported back to the Committee. The Committee then conducted interviews with selected candidates.

## **ACKNOWLEDGEMENTS**

The Committee appreciates the expertise and professionalism of Trish Mills, Director of Executive Search; Julie Barron, Executive Search Consultant; and Maricel Somera-Wong, Executive Search Consultant; from the Alberta Public Service Commission, as well as the support from the staff of the Legislative Assembly Office.

## **CANDIDATE BIOGRAPHY**

### **Biography of Gordon McClure**

Gordon is a long-serving public servant, having worked in the public service for over 26 years. Most recently Gordon has served as the Chair of the Public Lands Appeal Board. He has significant experience in working within the guidelines of administrative law and government operations. He has previously served as the ADM of Revenue and Financial Operations in the Yukon and the Director of Business Services and Project Management with the Government of Alberta.

Gordon has degrees from the University of Victoria in fine arts and public administration and a degree in architecture from the University of British Columbia. As well, he has completed programs in executive leadership with the Banff Centre, project management with the University of Alberta, tribunal justice from the Foundation of Administrative Justice, and accreditation as a qualified arbitrator. Gordon has a thirst for knowledge and continuous learning and seeks to apply what he learns to new opportunities in the workplace.

Born in the Okanagan Valley, he grew up in Oyama, British Columbia and lived in various places across British Columbia. He has lived in Edmonton for many years. He enjoys spending time with friends and family, including his adult daughter. In his free time Gordon also enjoys spending time outdoors exploring nature.



## APPENDIX A – MINORITY REPORT

The Alberta NDP Caucus members of the Select Special Ethics Commissioner and Chief Electoral Officer Search Committee have serious concerns over the processes that have led to the selection of the new Chief Electoral Officer of Alberta and as such cannot support the decision made by the UCP majority on the committee.

Based on the reasons to follow, the candidate chosen by the UCP majority on the committee is not a suitable choice for the position of Chief Electoral Officer of Alberta.

The Select Special Ethics Commissioner and Chief Electoral Officer Search Committee was struck on December 5, 2023. The first round of interviews for the CEO position were conducted with a slate of highly qualified candidates earlier this year. However, instead of offering the position to a qualified candidate, the UCP changed the membership of the committee midway and decided to not offer the position to anyone the committee interviewed. It's important to note that this decision was made by UCP committee members who were not even a part of the first round of interviews.

Clearly, this decision was based on political considerations and not merit. The UCP actions and decision to snub qualified candidates in the first round resulted in uncertainty and reduced confidence in the fairness of the hiring process. This was made worse by the fact that this change in committee membership resulted in the UCP majority of this committee recommending a person for the Ethics Commissioner position with a track record of partisan ties to the UCP over more qualified candidates. As a result, the second round of search for the Chief Electoral Officer drew far less interest from qualified candidates in applying for this position.

The position of CEO is a critically important one. This office is responsible for administering all elections and referenda. Our democracy depends on this office and Albertans must have full trust and confidence in the person in charge of this office. With greatest of respect to all second-round candidates, we do not feel anyone who was interviewed had the necessary leadership or management experience needed and necessary for the position of Chief Electoral Officer. As a result, at the October 25, 2024, meeting of the committee, the NDP moved a motion to start the search process again to find an appropriate candidate for the CEO position. However, the UCP majority members on the committee voted to defeat that motion.

As mentioned above, the office of the Chief Electoral Officer is fundamental to the functioning of our democracy, and we are committed to work across partisan lines to find an appropriate person to fill this position. However, we are deeply disappointed that the United Conservative Party does not share this view and has prioritized their political interests over a fair application process for the position.

Albertans must have faith in the ability, integrity, and expertise of Independent Officers of the Legislature. We do not believe the committee has been able to find a suitable person for this position. We urge all members of the legislature to reject the recommendation put forward by the UCP members of the committee and send a message to all Albertans that they will not rubber stamp the inadequate and questionable processes that have led to that recommendation.

Lorne Dach, MLA

Janis Irwin, MLA

Hon. Irfan Sabir, MLA

Peggy Wright, MLA