



Executive Director Recruitment Update

Presented By:

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Objective

- Supplement internal Human Resource capabilities
- Access candidates that likely cannot be reached through local or regional recruiting
- Diversify the pool of candidates & experience



What Firms Typically Provide

- Position profile development & outline
 - Recruitment strategy: public, private, nonprofit
 - *Value Add:* Firms that gain access to specific candidates
 - Experience with unique projects
 - Geographic dispersion
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CPS HR Consulting Proposal Highlights

- Self-supporting public agency
 - Unique purpose & mission
- Capabilities in public, private, & special purpose authorities
- Access to candidates
 - *US West*
 - *International*



CPS HR Consulting Experience & Success

- Technical leaders in executive management (PE)
 - *Water projects: Flood control districts & supply projects*
 - *Transportation authorities & State DOTs*
 - *Public-Private Partnerships*
- Comprehensive recruiting acumen
- Cost effective
 - *\$26,500 proposed fee/expenses*



Case Study

- Alaska Way Viaduct & Seawall Replacement Program Administrator (WSDOT)
 - \$3.1B transportation project – DBB w/ P3 elements
 - Multiple governmental units
 - *Local units*
 - *WSDOT*
 - *FHWA (USDOT)*
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FMDA Opportunity

- A first time opportunity – USACE P3
 - *The right candidate at the right time*
- P3 component instills confidence in the market
- Strong administrative organization and legal framework
 - *Joint Powers Agreement*
 - *PPA*



Process & Timeline

- 3-phase approach
 - *Profile & Strategy Development*
 - *Recruitment*
 - *Selection*
 - Target experienced industry professionals in an out of public sector
 - Written report & candidate summary
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Candidate Screening & Interview Process

- Subcommittee role
 - *Chaired by Mayor Mahoney*
 - *2 ND & 1 MN representative*
 - Screen semi-finalist candidates with Co-Executive Directors & consultant
 - Present finalists to Board of Authority for interviews
 - Validate the process
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Recommendation

- Approve Professional Services Agreement with CPS HR Consulting
 - *Initiate recruiting activities, profile development, & outreach to Authority members*
- Cass County to assist with salary recommendation
 - *Fox Lawson*

Next Presentation

