



Discussion on General Manager Recruitment Process

Organizational Personnel & Technology Committee
Item 7a
May 11, 2020

Objective

- Discuss the process for the General Manager recruitment
 - **Goals for process**
 - Open/Transparent process
 - Include Board/Committee member input
 - Ensure selection is completed by end of 2020
 - **Items for discussion**
 - **Potential Schedule**
 - **Recruitment firm criteria**
 - **Job Description for General Manager**
 - **Confidentiality in process**

Discussion Items

- Potential Schedule and Impacts
 - Committee/Board Discussions on process – May 2020
 - Committee/Board Action on process – June 2020
 - Select executive search firm – June 2020
 - Job Description revisions – June/July 2020
 - Advertise position – August/September 2020
 - First round of interviews – October 2020
 - Second/Final round of interviews – November 2020
 - Selection/Offer made – December 2020

Discussion Items

- Process for selecting executive recruitment firm
- Job Description for General Manager
- Develop job advertisement
- Review of Candidates

Next Steps

- Based on discussion
 - Prepare materials for June OP&T
 - Follow-up items
 - Potential action item preparation
 - Other follow-up issues

