



City of McKinney, Texas

City Manager Recruitment

December 21, 2015

- About Us
- Approach
- Experience
- Project Team
- Why TNCG
- Questions & Answers

About Us

*Our mission is to strengthen organizations,
for those they serve and those who work in them.*

We are local government professionals, and we provide services tailored to local governments:

- Executive Search
- Strategic Planning & Facilitation
- Organizational Assessment & Optimization

Approach

Meaningful hiring involves finding the right employee and preparing them for ongoing success.

Three key phases of executive search services:

- Inquiring, Understanding, and Defining
- Candidate Search and Evaluation
- Supporting Success

In our recruitments, highly qualified women and minorities earn placement in local governments and nonprofits:

- 40% of our searches resulted in female hires
- 22% of our searches resulted in minority hires

Task 1: Develop Candidate Profile

- Develop clear picture of ideal candidate for City Manager
- Discuss needed skills and organizational culture with Mayor and City Council, Interim City Manager, and key staff
- Develop recruitment plan, position profile, and 12-month goals for the new City Manager

Task 2: Conduct Aggressive Recruitment

- Identify target individuals and jurisdictions
- Prepare and place advertisements
- Identify qualified candidates for assessment
- Leverage networks
- Utilize social media

Task 3: Support Candidate Selection

- Screen applicants against position profile and goals
- Meet with Mayor and City Council to review written summary of most qualified candidates
- Finalize list of five top candidates
- Perform background and reference checks
- Develop and facilitate comprehensive interview process
- Assist with negotiations, inform all applicants

Experience

National firm with local experience:

- Allen, Texas
- Cedar Hill, Texas
- Lancaster, Texas
- The Woodlands, Texas
- University Park, Texas

Recent executive search experience:

- Lancaster, Texas
- Cleveland Heights, Ohio
- Loudoun County, Virginia
- Mequon, Wisconsin
- Milford, Delaware
- Shoreline, Washington

Project Team

- Catherine Tuck Parrish, Executive Search Practice Leader
- Patty Gentrup, Associate

Why TNCG

- Focused, tailored approach to meet McKinney's unique needs
- Significant experience and understanding of local government operations
- History of quality work and satisfied clients
 - 35% of our clients have (already) hired us more than once!

What questions do you have?

Thank you!

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