

Gadsden County, Florida
Board of County Commissioners Workshop
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Planning and Preparing for a County Administrator Transition

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Things to Keep in Mind

- Recent recruitments – what have we learned?
 1. It's competitive out there.
 2. Process matters.
 3. Don't go it alone.



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Viewpoint: Hire in the Sunshine

August 30, 2015

In Florida we pride ourselves on being the home of transparent government because we believe the best government is the one held accountable by those it serves. Such accountability depends upon access to information about our leaders' decisions and communications.

But if this is true about the actions of government, what about the process for the process of hiring those officials?

If their use of power needs to be put under the microscope, what about granting them that power also be?

...

For an example of doing this the right way, look no further than Santa Rosa County, where the selection committee to find a replacement for Hunter Walker is not only made up of county administrators from surrounding counties, but it just expanded the posting by offering an additional 30 days. And all this came after an initial wave of 38 highly qualified applicants! They may have gone overboard, but does anyone doubt they will find someone outstanding for that job?

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Before You Can Agree on One Thing...

...you have to agree on three.



“The Three P’s”

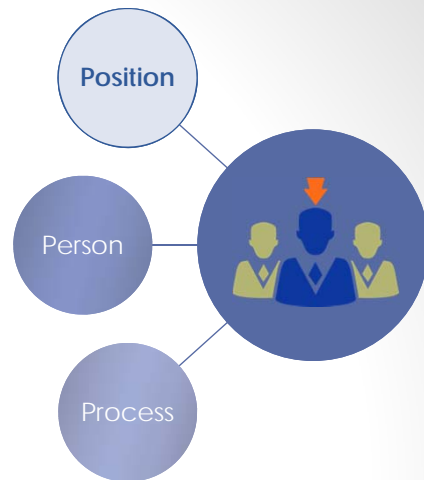
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The Position

- Develop a collective understanding of the position:
 - What is the role of the administrator - CEO or Coordinator?
 - Span of authority



DO workshop to discuss and agree on this



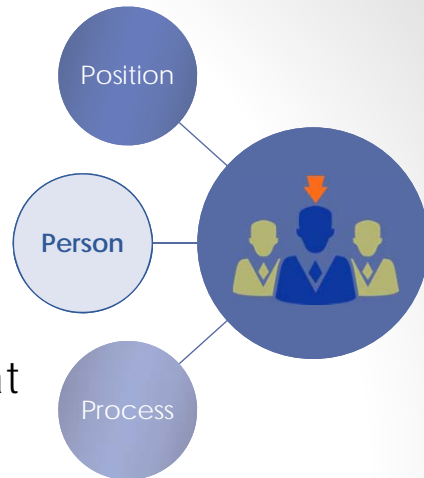
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The Person

- What are the attributes of the ideal candidate?
 - Practical skills & experience that match the job description
 - Florida County experience
 - “Fit” with existing culture (or change agent!)



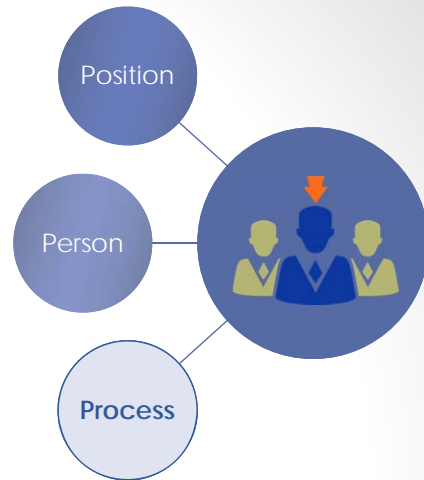
DO have an earnest discussion about the County's current and future needs



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The Process

- Key elements of the process:
 - Developing a job description
 - Setting a timeline
 - Deciding who will conduct the search
 - Planning the tasks after the application window closes



DO utilize available resources

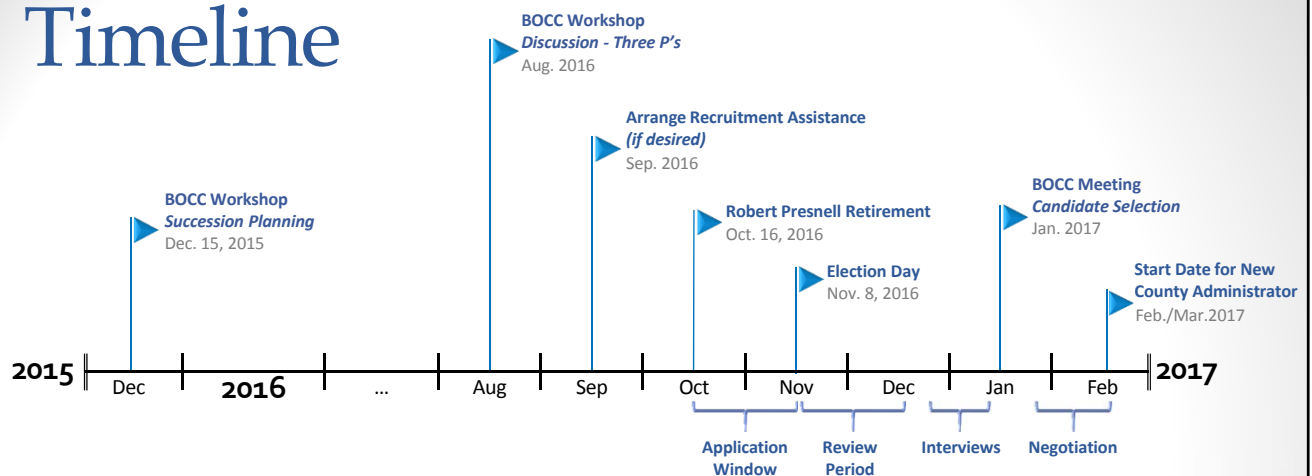


DON'T get too far ahead before the new BOCC is seated



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Timeline



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Questions?

Thank You..

