

# KCRHA CEO Hiring Process

## CEO Recruitment Firm RFP

*May-August 2020*

- City of Seattle sponsored an RFP to select an executive recruitment firm to conduct the search for a CEO for the KCRHA.

## CEO Recruitment Firm Selection

*August 2020*

- The Hawkins Company was selected by representatives of the Lived Experience Coalition (LEC), Sound Cities Association (SCA), King County, and the City of Seattle.

## CEO Search Committee Established

*8/24/20*

- Participants include Governing Committee staff, Implementation Board members, LEC, KC DCHS/CoS HSD impacted staff.

## CEO Search Committee Begins Initial Work

*8/24/20-9/3/20*

- Core competencies and candidate profile established by CEO Search Committee (next slide for names).

## Interview External Stakeholders

*8/24/20-9/25/20*

- Interview key external stakeholders including key community members/organizations.

## Initial Evaluations

*12/24/20-12/23/20*

- The Hawkins company conducts initial evaluations and develops a short list of candidates.

## Screening

*12/7/20-12/11/20*

- The Hawkins Company screens candidates, using criteria and questions developed by the CEO Search Committee and stakeholder engagement.
- CEO Search Committee selects top candidates.

## Recruitment

*10/26/20-12/4/20*

- The Hawkins Company markets the CEO position profile, conducts targeted outreach, and advertises the position widely.

## Finalize Recruitment Materials

*10/6/20-10/19/20*

- Finalize edits to recruitment profile/brochure and ad copy.
- Develop resume review criteria.

## Present Stakeholder Engagement Summary Report

*10/1/20-10/5/20*

- Present stakeholder engagement summary report and draft recruitment profile to CEO Search Committee.

## First Round Interviews

*1/15/21*

- The KCRHA Implementation Board conducts first round interviews and recommends finalists.

## LEC Meet and Greet

*1/27/21*

- The Lived Experience Coalition met finalists.

## SCA Meet and Greet

*1/26/21*

- Sound Cities Association met finalists.

## Second Round Interviews

*2/3/21*

- The Governing Committee and Implementation Board conduct joint second round interviews.

## Final Recommendation

*2/4/21*

- The Implementation Board votes to recommend the top candidate for confirmation by the Governing Committee.

## CEO Start

*Date TBD, preferably by 3/1/21*

- CEO accepts position and begins orientation by March.

## CEO Offer & Negotiations

*Date TBD, after 2/4/21*

- The Hawkins Company extends offer and begins negotiations with approved candidate.

## GC Vote to Confirm CEO

*2/4/21*

- The Implementation Board Co-Chairs present the recommended candidate to the Governing Committee.
- The Governing Committee votes to confirm the CEO.

# CEO Search Committee

- **Erin Arya** – King County Council
- **Lisa Gustaveson** – City of Seattle, Human Services Department (HSD) impacted staff
- **Candis Martinson** – Sound Cities Association (SCA), City of Auburn
- **Joyce Nichols** – SCA, City of Bellevue
- **Harold Odom** – Lived Experience Coalition (LEC) and Implementation Board member
- **Sola Plumacher** – City of Seattle staff
- **Julie Stephens** - King County, Dept of Human Resource
- **Shannon Braddock** – King County Executive Office
- **Tess Colby** – Seattle Mayor’s Office
- **Cody Eccles** – King County Council
- **Alex Ebrahimi** – King County, Department of Community and Human Services (DCHS) impacted staff
- **Jonathan Hemphill** - LEC
- **Brian Parry** - SCA
- **Karen Taylor** - LEC
- **Jacob Thorpe** – Seattle City Council