

DIRECTOR OF UTILITIES RECRUITMENT BRIEF

May 15, 2018

TPU Board Chair Trudnowski



OUTREACH

- PUB led a new, broad market outreach effort, seeking input from public & key stakeholders.
- Primary themes in feedback included:
 - Affordability & managing rates
 - Environmental stewardship
 - Community & stakeholder engagement
 - Click!
 - Improving relationships
 - Governance



OUTREACH

- Information collected was used to understand how people view TPU, inform development of the position description, identify desired position competencies and develop interview questions.
- The position was advertised nationally and targeted recruitment included a diverse and broad range of individuals with a variety of experience.



POSITION COMPETENCIES

- PUB and HR conducted a Korn Ferry Card Sort to identify ideal competencies for the position.
- The competencies identified were:
 - Collaborates
 - Communicates Effectively
 - Instills Trust
 - Drives Vision and Purpose
 - Strategic Mindset
 - Courage
 - Business Insight
 - Cultivates Innovation
 - Manages Conflict
 - Interpersonal Savvy



PROGRESS TO DATE

- Position posted February 20 to March 23.
- Received **68** applications.
- HR Director screened applications and selected **12** candidates for an initial interview.
- Interviews took place during the week of April 23 with the HR Director, TPU Board, and Legal present.
- The HR Director recommended that 3 of the **12** candidates move forward to final interviews and the TPU Board approved a motion to accept the recommendation on May 9.



FINALIST INTERVIEWS

- **May 14:** 3 finalists tour TPU and attend “meet and greet” reception.
- **May 15:** 3 finalists provide brief (10 minute) presentation to City Council. City Council has opportunity to ask each questions (15 minutes). This is followed by a City Council/TPU Board joint executive session.
- **May 15:** 3 finalists meet with panel of community stakeholders.
- Feedback will be collected electronically through **May 18.**



NEXT STEPS

- **May 16:** TPU Board meets to discuss interviews and feedback received.
- **May 23:** TPU Board meets to discuss remainder of feedback and select next TPU Director.
- **May 24-31:** Contract negotiations with selected candidate.
- **June 6:** TPU Board votes on contract.
- **June 12:** City Council considers confirmation of next TPU Director.
- **July 1 or August 1:** Next TPU Director begins employment.

