



Human Resources

Executive Hiring Strategy



Agenda

- Summary
- Executive Vacancies
- Hiring Strategy
- 90 Day Plan
- Snapshot



Executive Summary



- Augusta Richmond County is a local government with over 2,700 employees, making positive strides in its quest to become an Employer of Choice (EOC) in the populous southeast region of Georgia local governments. Augusta Richmond County is aware of the key role executive recruitment plays in its efforts and has developed an intentional Employer Value Proposition to that end. This objective will be accomplished by highlighting some of Augusta's unique attributes i.e. low cost of living, international attractions, and work life balance offerings. Below are the current recruitment challenges accompanied by the recommended strategic initiatives for optimizing recruitment and retention of executive level positions.
- **Key Challenges:**
 1. Attracting top talent
 2. Length of Hiring Process
 3. Retention Challenges
- **Components of Enacting a 90-Day Recruitment Strategy:**
 1. Operationalize a Robust Recruitment Initiative
 2. Comprehensive Onboarding
 3. Career Driven Leadership Development Opportunities
 4. Cultural and Community Engagement

Current Executive Vacant Positions



General Counsel (currently with Recruiter)

Central Services Director

Information Technology Director

Finance Director

Procurement Director

Staff Attorney*

Senior Staff Attorney*

Airport Engineering and Maintenance Director*

Deputy Administrator*

Deputy General Counsel*

Executive Hiring Strategy



Market Analysis and Competitive Benchmarking

Employer Branding

Posting and Advertising

Partner with ICMA and National League of Cities(NLC) for comparisons

Review compensation packages of comparable urban governments and non-profit organizations.

Engage Executive Search Firms

Professional Networks and Partnerships

Interview Process Final Selection and Reference Checks

Negotiation and Offer Presentation



90 Day Plan !

90- Days Executive Recruitment Plan

Provided an outline of a 90-day executive recruitment plan to the Administrator for review and acceptance.

Key milestones and deliverables

- Days 1-10: Market analysis, EVP creation, job posting
- Days 11-31: Candidate sourcing, targeted outreach, search firm engagement
- Days 32-50: Screening, interviews, and final selection
- Days 51-90: Offer negotiation, onboarding, and public announcements.



- Full Recruitment: All key positions filled within 90 days
- Top-Tier Talent: High-caliber candidates attracted through competitive offers and targeted outreach
- Efficient Onboarding: Smooth transitions for new executives, setting them up for success from day one.
- Improved Streamlined Recruitment Process

Snapshot Roadmap to Outcomes



Thank you

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