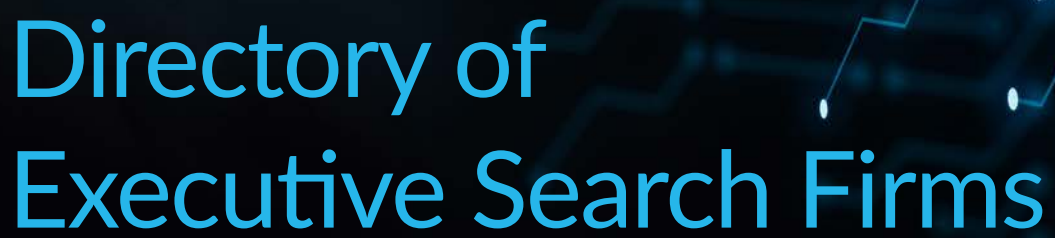


The ICMA logo is displayed in white, bold, sans-serif capital letters within a dark blue rectangular box in the top right corner of the page. The background of the entire page is a dark blue gradient with a complex, glowing circuit board pattern of white and light blue lines and nodes. On the right side, there are several white icons: three individual human figures in separate boxes, and a larger box containing three human figures standing together, representing a team or group.

ICMA

The title 'Directory of Executive Search Firms' is written in a light blue, sans-serif font on the left side of the page. A solid light blue vertical bar is positioned to the left of the text. The background features a glowing circuit board pattern of white and light blue lines and nodes.

Directory of
Executive Search Firms

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info@thenovakconsultinggroup.com
513-221-0500



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Directory of EXECUTIVE SEARCH FIRMS

The executive search firms in this directory are listed alphabetically by name with this information: website, address, contact email address, phone number, and areas served in the United States. To change your listing or request an addition, contact advertising@icma.org. (Note that all of this information may not have been provided by each organization.)

ADK Consulting & Executive Search

adkexecutivesearch.com
P.O. Box 330906
Atlantic Beach, FL 32233
info@adkexecutivesearch.com

Affion Public

affionpublic.com
P.O. Box 794
Hershey, PA 17033
info@affionpublic.com
(888) 321-4922
Nationwide
Offers Interim Services

Alliance Resource Consulting LLC

alliancerc.com
1 Center P.O. in te Dr
Suite 440
La Palma, CA 90623
info@alliancerc.com
(562) 901-0769
California, Florida, Washington,
Nationwide

APCO International Inc.

apcointl.org/resources/apco-executive-search
351 North Williamson Blvd.
Daytona Beach, FL 32114
mccartyt@apcointl.org
(301) 525-7552

Arts Consulting Group

artsconsulting.com
324 South Wilmington St.
Suite 252
Raleigh, NC 27601
info@artsconsulting.com
(888)234-4236

Avery Associates

averyassoc.net
3½ North Santa Cruz Ave.
Suite A
Los Gatos, CA 95030
jobs@averyassoc.net
(408) 399-4424
California

Baker Tilly US, LLP

bakertilly.com/specialties/
public-sector-executive-
recruitment
2500 Dallas Pkwy
Suite 300
Plano, TX 75093
(651) 223-3000
Nationwide

Bob Murray & Associates

bobmurrayassoc.com
1544 Eureka Rd., Suite 280
Roseville, CA 95661
bmurray@bobmurrayassoc.com
(916) 784-9080
California, Florida

Careers in Government

careersingovernment.com
1345 S. Sierra Bonita
Los Angeles, CA 90019
(310) 403-8022
Nationwide

Chris Hartung Consulting, LLC

chcpublicsectorsolutions.com
2000 East Lamar Blvd Suite 600
Arlington, TX 76006
chris@chcpublicsectorsolutions.com
(817) 715-9693
Texas, Oklahoma, New Mexico

Colin Baenziger & Associates

cb-asso.com
2055 South Atlantic Ave. Suite
504
Daytona Beach Shores, FL
32118
Colin@cb-asso.com
(561) 707-3537
Nationwide
Offers Interim Services

CPS HR Consulting

cpshr.us/executive-search/
recruitment-staff
2450 Del Paso Rd. Suite 220
Sacramento, CA 95834
resumes@cpshr.us
(916) 263-3600
California, Colorado, Texas

DDA Human Resources, Inc.

ddahumanresources.com
5029 Upton Ave. South
MinneaP.O.lis, MN 55410
gary@daviddown.com
(612) 920-3320
Minnesota

DRI Consulting

driconsulting.com
2 Otter Lane
North Oaks, MN
55127-6436
search@driconsulting.com
(651) 415-1400

Eaton Peabody Consulting Group

eatonpeabody.com/consulting
77 Sewall St. Suite 3000
Augusta, ME 04330
(207) 622-3747
Maine

Government Professional Solutions, LLC

governmentpros.com
104 Harbor Haven St.
Gun Barrel City, TX 75156
bbauer@governmentpros.com
(316) 207-0688
Nationwide
Offers Interim Services

GovHR USA

govhrusa.com
630 Dundee Rd. Suite 225
Northbrook, IL 60062
info@govhrusa.com
(847) 380-3240
Nationwide
Offers Interim Services

HC Smith, Ltd.

hcsmith.com
4570 Renaissance Pkwy
Warrensville Heights, OH 44128
info@hcsmith.com
(216) 752-9966
Nationwide

HueLife, LLC

hue.life
5775 Wayzata Blvd Suite 700
St Louis Park, MN 55416
info@hue.life
(651) 204-0441
Minnesota

Innovative P.O.licing Solutions

innovativeP.O.licingsolutions.com
5401 South Kirkman Rd.
Suite 310
Orlando, FL 32819
(229) 338-9316

Interim Public Management

interimpbublicmanagement.com
16868 North Stoneridge Court
Fountain Hills, AZ 85268
Tim@InterimPublicManagement.com
(480) 577-0949
Arizona, Colorado, Missouri
Offers Interim Services

JDGray Group, LLC

jdgraygroup.com
11625 Custer Rd.
Suite 110-281
Frisco, TX 75035
info@jdgraygroup.com
Nationwide

Jersey Professional Management

jerseyprofessionalmgt.com
23 North Ave. East
Cranford, NJ 07016
jerseyprofessionalmgt.com
(908) 276-2777
New Jersey
Offers Interim Services

**Kansas League Executive/
Administrative P.O.sition
Search (LEAPS)**

lkm.org/page/LEAPS
300 SW 8th Ave. Suite 100
Topeka, KS 66603
info@lkm.org
(785) 354-9565
Kansas

The Lee Group

theleegroup.com
11838 Rock Landing DR
Suite 150
Newport News, VA 23606
(757) 873-0792
Virginia

Management Partners, Inc.

managementpartners.com
1730 Madison Rd.
Cincinnati, OH 45206
atrimpe@managementpartners.com
(513) 861-5400
Nationwide
Offers Interim Services

Mathis Group

mathisgroup.net
11660 Church St. #714
Rancho Cucamonga, CA 91730
Dr.bill@mathisgroup.net
(909) 322-9045
California

**McGrath Consulting Group,
Inc.**

mcgrathconsulting.com
P.O. Box 190
Wonder Lake, IL
60097-0190
info@mcgrathconsulting.com
(815) 728-9111
Nationwide

The Mercer Group, Inc.

mercergroupinc.com
Cor.P.O.rate: 5579 Chamblee
Dunwoody Rd.
#511
Atlanta, GA 30338
Executive Offices: 1000
Cordova Place, #726
Santa Fe, NM 87505
merc@mindspring.com
(505) 466-9500
Nationwide, from 21 Offices

Municipal Resources, Inc.

mrigov.com
120 Daniel Webster Hwy
Meredith, NH 03253
all@mrigov.com
(866) 501-0352
New England
Offers Interim Services

**Murphy, Symonds,
& Stowell Search**

msssearch.com
1001 SW 5th Ave. Suite 1100
P.O.rtlnd, OR 97204
(503) 244-2126
Oregon

The Novak Consulting Group

thenovakconsultinggroup.com
26 EastHollister St.
Cincinnati, OH 45219
info@thenovakconsultinggroup.
com
(513) 221-0500
Nationwide

Ogders Berndtson

ogdersberndtson.com
Royal Bank Plaza
200 Bay St.
Toronto, ON M5J 2J3
toronto@ogdersberndtson.com
(416) 366-1990
Canada

**Oklahoma Municipal Manage-
ment Services**

okmms.org
1141 East 37th St.
Tulsa, OK 74105
recruiter@okmms.org
(918) 743-8018
Oklahoma
Offers Interim Services

Peckham & McKenney

peckhamandmckenney.com
300 Harding Blvd Suite 106
Roseville, CA 95678
bobbi@peckhamandmckenney.
com
(866) 912-1919
All U.S. offices in Northern and
Southern California, Colorado,
Texas

Prothman

prothman.com and prothman-
jobboard.com
371 NE Gilman Blvd Suite 310
Issaquah, WA 98027
info@prothman.com
(206) 368-0050
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**Public Administration
Associates, LLC**

public-administration.com
P.O. Box 282
Oshkosh, WI 54903
info@public-administration.com
(920) 235-0279
Indiana, Iowa, Michigan,
Minnesota, Wisconsin

Ralph Andersen & Associates

ralphandersen.com
5800 Stanford Ranch Rd.
Suite 410
Rocklin, CA 95765
info@ralphandersen.com
(916) 630-4900
Nationwide

Randi Frank Consulting, LLC

randifrank.com
7700 Hoover Way
Louisville, KY 40219
randi@randifrank.com
(203) 213-3722
Nationwide

**Resource Management &
Acquisitions**

rmasearchfirm.com
government@rmasearchfirm.
com
(888) 646-2607
Asia, Canada, Europe, U.S.A.

**RJA Management Services,
Inc.**

rjamanagement.com
2719 Mayflower Ave. Suite A
Arcadia, CA 91006
rgarcia@rjamanagement.com
(626) 447-3318
California

**Roberts Consulting Group,
Inc.**

robertsrcg.com
P.O. Box 1127
Rancho Mirage, CA 92270
robertsrcg@msn.com
(424) 522-2251
California
S. Renée Narloch & Associates
srnsearch.com
2910 Kerry Forest Pkwy D4-242
Tallahassee, FL 32309
info@srnsearch.com
(850) 391-0000
Nationwide

**Slavin Management Consul-
tants**

slavinweb.com
3040 Holcomb Bridge Rd
Suite A1
Norcross, GA 30071
info@
slavinmanagementconsultants.
com
(770) 449-4656
Nationwide
Offers Interim Services

Spencer Stuart

spencerstuart.com
13355 Noel Rd.
Suite 1200
Dallas, TX 75240
(214) 672-5200
Nationwide

**Strategic Government
Resources**

governmentresource.com
P.O. Box 1642
Keller, TX 76244
(817) 337-8581
Nationwide
Offers Interim Services

Teri Black & Company, LLC

tbcrecruiting.com
25500 Hawthorne Blvd
Suite 1158
Torrance, CA 90505
info@tbcrecruiting.com
(424) 296-3111
Western United States
Offers Interim Services

Waldron

waldronhr.com
101 Stewart St. Suite 1200
Seattle, WA 98101
info@waldronhr.com
(206) 441-4144
Arizona, California, Oregon,
Washington

WBCP Inc.

WBCPinc.com
P.O. Box 909
Gold Hill, OR 97525
P.O. Box 922
Morgan Hill, CA 95038
wendi@wbcpinc.com
(866) 929-9227
Nationwide

ICMA maintains this list of executive search firms that know the local government management profession. This list is for your convenience but it is not an endorsement of any firm.

Extend Your Reach

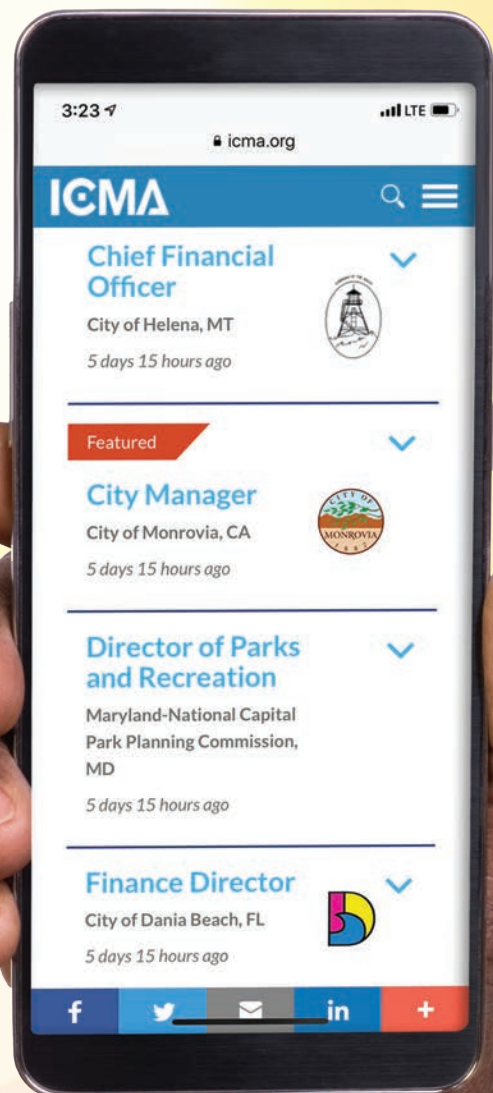
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Reach the largest audience of dedicated local government professionals at the ICMA Job Center.

New! Optional placement for your jobs on these sites:

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- Maryland City County Management Association
- National Association of County Administrators
- New York City County Management Association
- Veterans Local Government Management Fellowship
- Virginia Local Government Management Association

Learn more and post your job at icma.org/jobs



ICMA | job center



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Good help is hard to find. ICMA makes it easier.

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- » Shorten the hiring process with no-cost access to pre-screened MPA/MPP graduates.
- » Bring valuable skills and experience into your organization.
- » Help develop a new generation of public managers.
- » Share your experiences and career advice.
- » Provide professional development opportunities to future local leaders.
- » Invest in the future.

“Hosting fellows is an incredible way to bring highly-skilled individuals into your organization and the excitement that they bring to the work is infectious. For me, this is one of our clearest opportunities to ensure the future success of our profession.”



— Tansy Hayward
Assistant city manager, Raleigh, NC

“The talent coming from the LGMF program serves not only to assert the confidence of a bright future for our profession, but serves as personal motivation to mentor the next generation of community builders.”

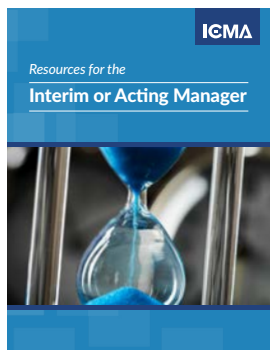


— Lee R. Feldman
Former ICMA president

Help shape the future. Mentor a fellow!

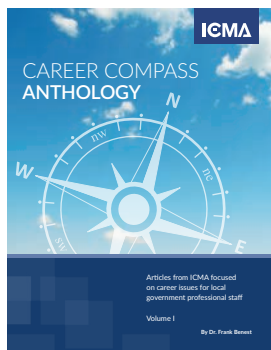
ICMA CAREER GUIDES

ICMA's Career Guides are local government professional toolkits to help you thrive, from finding a position to succeeding as a first-time manager, or how to break into the profession from another field, and preparing the next generation through internships and Fellowships. Find all these guides at icma.org/careerguides.



Acting Manager's Handbook is a guidebook to help the acting manager make the most of a sometimes-unexpected opportunity. (Member Resource)

icma.org/actingmgr



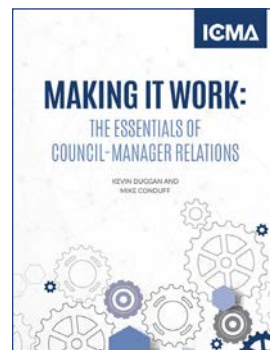
Career Compass is a monthly column from ICMA focused on career issues for local government professional staff that appears in the ICMA Newsletter and online.

icma.org/careercompass



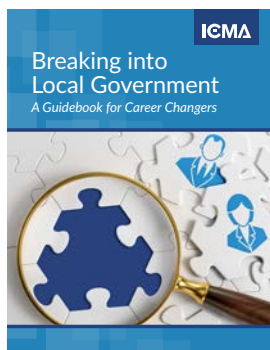
First-Time Administrator's Handbook covers items that should be considered before an interview, during an interview, before accepting a position, and before starting a new position. (Member Resource)

icma.org/newmanager



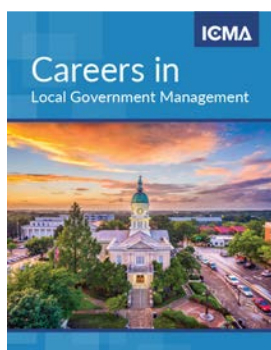
Making It Work: The Essentials of Council-Manager Relations provides the competencies needed to build a relationship that is based on mutual respect, understanding of roles, and open communication.

icma.org/councilrelations



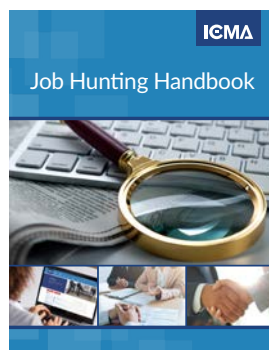
Breaking into Local Government will help career-changers enter the local government sector. Cases include private sector, military, and other government sectors.

icma.org/breakingintolg



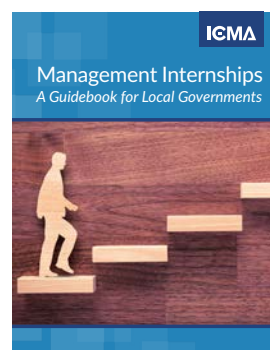
Careers in Local Government Management is an introduction to local government as a career, what city/town/county management is, what managers do, and tips on education, skills, and job opportunities related to the profession.

icma.org/careersinlg



Job Hunting Handbook is a resource that covers topics ranging from mapping out your job search to negotiating compensation. (Member Resource)

icma.org/jobhandbook



Management Internships: A Guidebook for Local Governments helps local government managers and MPA programs work together to create meaningful internship experiences.

icma.org/internships

FIND ALL YOUR CAREER RESOURCES NEEDS AT ICMA.ORG!

Find a Job at ICMA's Job Center:
icma.org/job-center

Find a Coach at ICMA's Coaching Program:
icma.org/coaching

Search for Internships and Fellowships: icma.org/find-internships-fellowships

Explore hosting an ICMA Management Fellow:
icma.org/host-fellow

Consider teaching or lecturing to inform students about the profession: icma.org/teach

Visit an ICMA student chapter:
icma.org/student-chapters

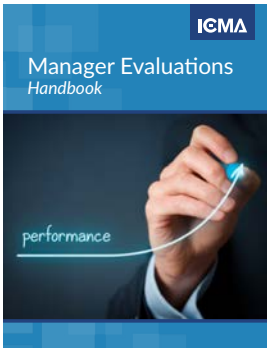
Learn about the ICMA Credentialed Manager Program: icma.org/credentialing

Grow in your career through professional development:
icma.org/university

ICMA Veterans programs:
icma.org/veterans

Contact our team with questions!

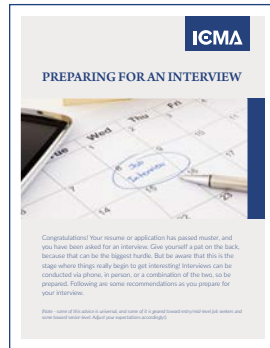
- To post a job ad: advertising@icma.org
- Questions about the ICMA Management Fellowship: lmgfprogram@icma.org
- Questions about ICMA Coaching: coaching@icma.org



Manager Evaluations Handbook is a template for new or tenured managers to help elected officials design an effective evaluation tool.

(Member Resource)

icma.org/evaluation



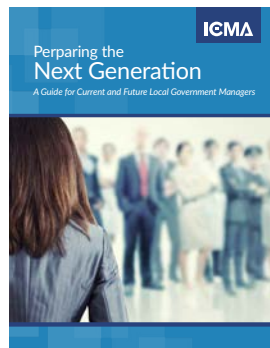
Preparing for an Interview offers helpful hints once you've passed the resume screening and have been called in for a discussion.

icma.org/interviewguide



Recruitment Guidelines for Selecting a Local Government Administrator presents guidelines to help local governments and executive search firms conduct a successful recruitment for a local government administrator/chief administrative officer.

icma.org/recruitmentguidelines



Preparing the Next Generation Case Studies highlights programs being used by local governments that believe it is their responsibility to mentor young and mid-career professionals.

(Member Resource)

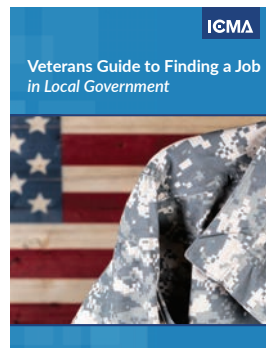
icma.org/nextgencases



Model Employment Agreement is a template for municipal government administrators to use in crafting terms of hiring and employment.

(Member Resource)

icma.org/employmentagreement



Veterans Guide to Finding a Job in Local Government offers tips and tactics to help veterans get the job they want in local government.

icma.org/veterans-jobs-guide

Explore more career resources at icma.org/careerguides



Veterans' Local Government Management Fellowship

Commitment ★ Service ★ Opportunity

The VLGMF is a Department of Defense approved SkillBridge Program for exiting service members pursuing careers in local government management.

icma.org/vlgmf

The VLGMF Program is sponsored in partnership with ICMA and state ICMA affiliates.



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A photograph of three business professionals walking along a modern glass-walled building. On the left, a man in a dark suit and blue tie carries a brown briefcase. In the center, an older man in a dark suit and purple tie gestures with his hand. On the right, a woman in a dark dress and blazer carries a white handbag and a red coffee cup. The scene is set against a bright, overcast sky.

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