DUNDEE TOWN MANAGER
Executive Recruitment

Background

- SGR exists to help local governments be more successful by Recruiting, Assessing, and Developing Innovative, Collaborative Authentic Leaders.

- Founded in 1999 with the mission to facilitate innovative leadership in local government. In today's world of limited resources, local governments must innovate to survive, and SGR has been and continues to be a leader in spurring innovation in local government.

- Our Core Values are Integrity, Philanthropy, Continuous Improvement, Flexibility, The Golden Rule, Collaboration, and Protecting Relationships.

- We are a **full-service firm,** specializing in executive recruitment, strategic visioning & foresight (AFI), servant leadership, live & online training, leadership development, interim management, embedded services, assessments, management consulting, and other services designed to promote innovation in local governments.

OUR MISSION (RADICAL)

To help local governments become more successful by **R**ecruiting, **A**ssessing, and **D**eveloping **I**nnovative, **C**ollaborative, **A**uthentic **L**eaders.

Meet Your Recruiter - Doug Thomas

- Over 35 years in municipal management, serving as City Manager for the City of Lakeland, Florida, for 12 years, with vast experience working with state and local government leaders, implementing creative public-private partnerships, including with professional sports organizations, and a track record of successful economic development initiatives. Prior to Lakeland, served as City Manager for the City of Alma, Michigan for 15 years, and Assistant City Manager for the City of Grand Haven Michigan. He also served with the Maryland cities of Rockville, and Landover Hills.

- Master of Public Administration from the American University, Washington, D.C. with a concentration in Urban Affairs, and a Bachelor of Arts in Political Science & History from Bowling Green State University.

- Joined SGR full time in 2015 to serve as their first Regional Director to serve both Florida and the Southeast, and subsequently as Executive Vice President of Recruitment & Leadership Development serving clients nationwide.

5 KEYS TO A SUCCESSFUL SEARCH

- A comprehensive understanding of the unique culture, needs and desires of the organization and community:

  - Mayor & Commissioners
  - Senior Staff
  - Community Stakeholders
  - If desired: Union Leadership, Community Survey and/or Focus Groups

- Dynamic state of the art talent marketing, including a comprehensive social media campaign that includes custom-made graphics and timely social media platform placements, that reaches a national candidate pool in a way that engages and makes them interested in the opportunity.

- Candidate vetting that ensures in-depth understanding of the position and organization:

  - Stage 1 Media (Semifinalists)
  - Stage 2 Media (Finalists)
  - Criminal, Legal, Credit, Academic (Finalists)
  - 360 Degree Reference Checks (Finalists)

- Candidate understanding of the organization and community to minimize withdrawals late in the process to help ensure a successful conclusion.

- A process that is guaranteed (12-months), smooth, seamless and user-friendly for both candidates and the client.

Position Profile Brochure

- *The Community*

- *Governance & Organization*

- *About The Position*

- *Challenges & Opportunities*

- *Ideal Candidate Attributes*

- *Education & Experience*

- *Compensation & Benefits*

- *Resources*

CITY MANAGER
City of Treasure Island, Florida

EXECUTIVE RECRUITMENT PROVIDED BY SGR
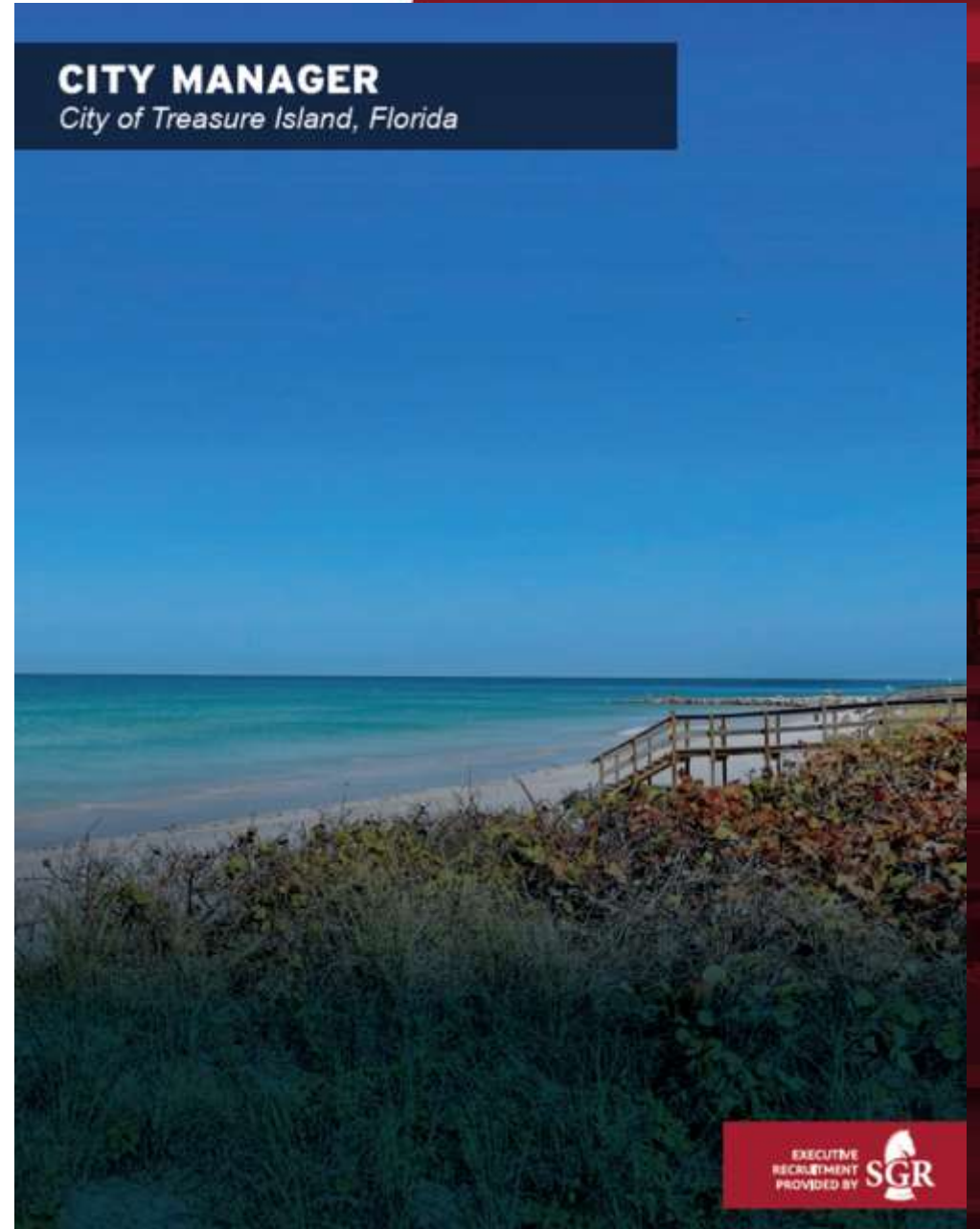
The Importance of Social Media Marketing

The use of social media for recruitment has grown **54%** in the past 5 years.

79% of job seekers use social media in their job search.

73% of organizations feel they have hired successfully using social media.

84% of organizations are currently recruiting on social media.

43% of organizations believe candidate quality has improved with the use of social media in recruiting.

75% of the fully employed workforce consider themselves as passive candidates.

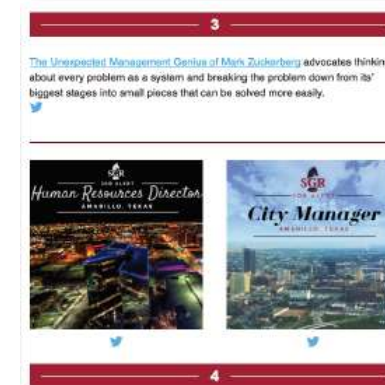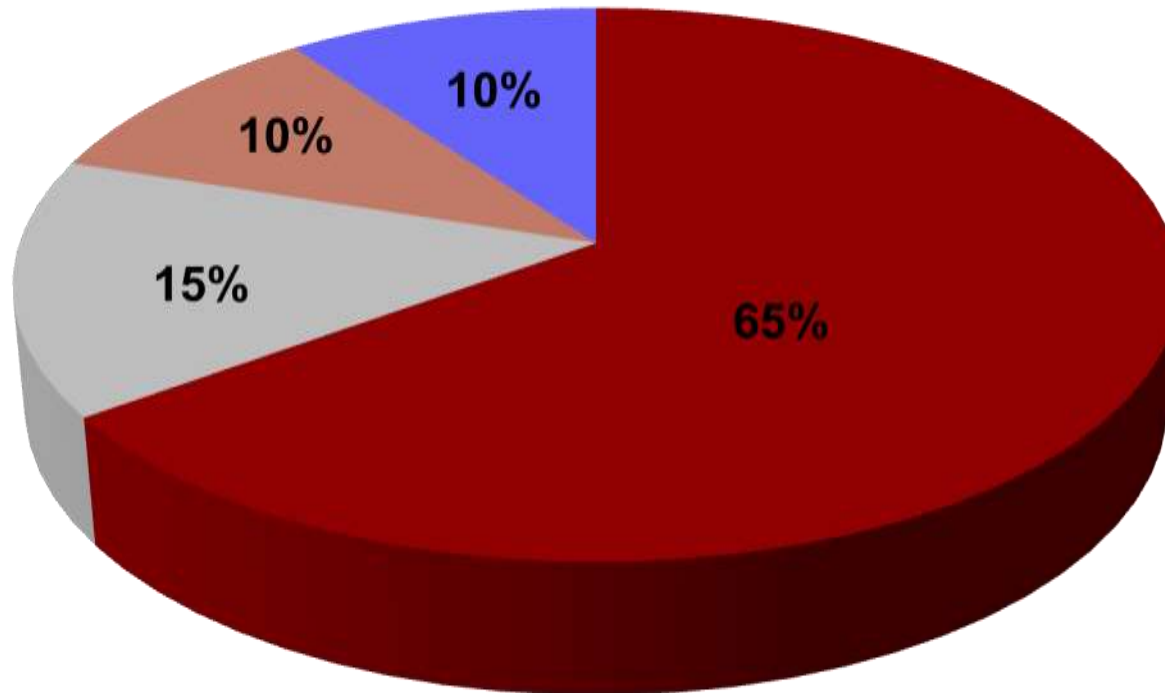**82%** of organizations use social media to reach passive candidates.

SGR LinkedIn

SGR Targeted Job Alerts

SGR Weekly IO in IO E-Newsletter

Recruitment Methodology

| Initial Steps Prior to Posting Position (may take 2-3 weeks)	Recruitment Campaign (4-5 weeks)	Evaluation of Semi-Finalists & Finalists (2-3 weeks)	Candidate Selection and Hiring Process (4 weeks)
• Contract Execution • Kickoff Meeting • Organization/Position Insight and Analysis • Stakeholder Interviews & Listening Sessions • Deliverable: Draft Recruitment Brochure • Deliverable: Recommended Ad Placements • Organization Approves Ad Placements • Search Committee Reviews and Approves Brochure	• Post Position and Finalize Timeline • Recruitment Campaign & Outreach to Prospective Applicants • Initial Screening & Review by Executive Recruiter • Search Committee Briefing to Review Applicant Pool and Begin Selection of Semifinalists	• Questionnaires • Recorded One-Way Semifinalist Interviews • Media Searches (stage 1) • Deliverable: Semi-Finalist Briefing Books via Electronic Link • Deliverable: Recorded Online Interviews (if applicable) • Search Committee Briefing to Select Finalists	• Comprehensive Media Searches (stage 2) • Background Investigation Reports • DiSC Management Assessments (if desired, supplemental cost) • First-Year Plan or Other Advanced Exercise (if desired) • Deliverable: Finalist Briefing Books via Electronic Link • Face-to-Face Interviews • Stakeholder Engagement (if desired) • Deliberations • Reference Checks • Negotiations and Hiring Process

Typical Search Timeline: ~ 12 Weeks Following Approval of Position Profile Brochure

Strong National Recruitment & Florida Presence
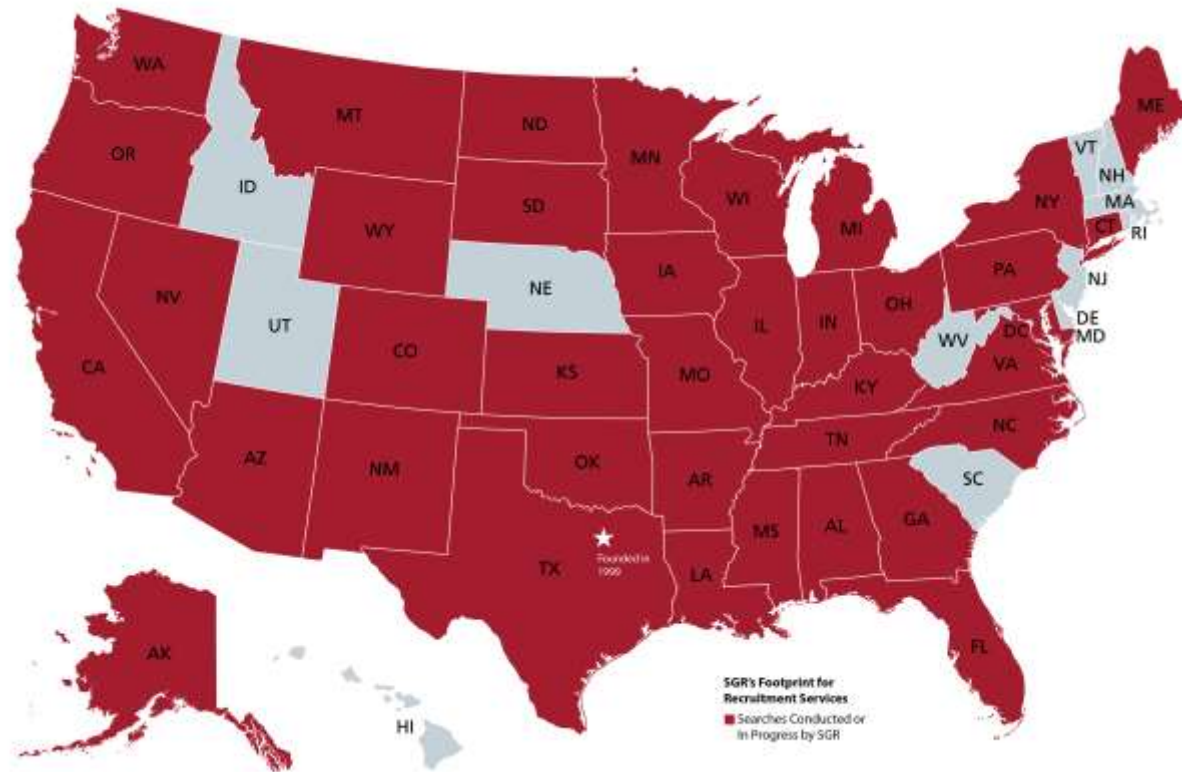
SGR has over 450 local government recruitment clients in 37 states

FCCMA

- Formal Partnership for MIT Support
- Annual Conference Resume Reviews
- Regular Speaker at Conferences & Events
- Member – Membership Committee

BUSINESS WATCH *Businesses for Better Government*

- Corporate Membership
- Served as Business Watch Representative on FLC Municipal Administration Policy Committee

CENTER FOR FLORIDA LOCAL GOVERNMENT EXCELLENCE

- Corporate Partner
- Speaker/Presenter

Recent City Manager-Type Recruitments by SGR

- Argyle, TX - Town Administrator
- Beavercreek, OH - City Manager
- Blaine, MN - City Manager
- Campbell County, WY - County Administrator
- Chester County, PA - County Administrator
- Chandler, AZ - City Manager
- Clark County, WA - County Manager
- Clarksville, IN - Town Manager
- Clermont, FL - City Manager
- Clinton, CT - Town Manager
- Davenport, IA - City Administrator
- Glastonbury, CT - Town Manager
- Green Cove Springs, FL - City Manager
- Hot Springs, AR - City Manager
- Hutto, TX - City Manager
- Johnson City, TN - City Manager
- Jupiter, FL - Town Manager
- Kennett Square, PA - Borough Manager

- Laredo, TX - City Manager
- Largo, FL – City Manager
- Lebanon, MO - City Administrator
- Murfreesboro, TN - City Manager
- New Smyrna Beach, FL - City Manager
- North Port, FL - City Manager
- Paducah, KY - City Manager
- Palm Coast, FL - City Manager*
- Port Chester, NY - Village Manager
- Plant City, FL - City Manager
- Rocky Hill, CT - Town Manager
- South Windsor, CT - Town Manager
- Tolland, CT - Town Manager
- Topeka, KS - City Manager
- Treasure Island, FL - City Manager
- Vail, CO - Town Manager
- Wethersfield, CT - Town Manager
- Williston, ND - City Administrator

*Searches Currently In Process

Other Recent Florida Recruitments by SGR

- Anser - GSG Inc. - Assistant MSD Director
- Boca Raton - Municipal Services Director
- Cape Coral – Deputy Financial Services Director, Controller
- Clermont - Finance Director
- Bartow - Human Resources Director, Police Chief, Utilities Director*
- DeLand - Public Works Director, Public Services Director, IT Director
- Estero – Assistant Community Development Director
- Fernandina Beach - Comptroller, Deputy City Manager/City Engineer, Human Resources Director, Parks & Recreation Director
- Fort Lauderdale – Director of Public Works, Assistant Dir. of Public Works/Engineer, City Auditor
- Flagler Beach – Finance Director, City

- Indian River County – Director of Utility Services, Assistant County Admin., Director of Natural Resources, Public Works Director, County Attorney
- Lake Region Lakes Management District – District Manager*
- Nassau County – Assistant County Attorney, Planning Director, Deputy County Manager, Utilities Authority Executive Director
- North Port – City Attorney*, 4 Asst. City Attorneys
- Ormond Beach - Utilities Manager, IT Director
- Polk County School Board – General Counsel
- Port St. Lucie – Public Works Director, Deputy Building Official
- River to Sea TPO – Executive Director
- Santa Rosa Island Authority –

*Searches Currently In Process

SGR is the nationwide recognized *Thought Leader* in Local Government Management

WHAT MAKES SGR DIFFERENT?

- As a full-service consulting firm, SGR is actively engaged in local government operations, issues, and Best Management Practices, as opposed to firms that only perform recruitment services.

- SGR has over 35,000 email subscribers, *(~1,500 in Florida)* to our weekly *"10 in 10 Update on Leadership and Innovation"* e-newsletter which will feature the position opportunity. SGR will also send targeted emails to our database of over 5,000 City/Town/County Management Professionals seeking notice of opportunities. We also have 19,000+ followers on LinkedIn to help promote the position.

- Position posting will be seen on SGR's Website with over 20,000 local government visitors per month, and on our Job Board which averages more than 16,000 unique visitors per month and has over 2,000 jobs listed at any given time.

- SGR pursues diverse candidate pools that are representative of the community you serve and applicable industry demographics. SGR collaborates with the League of Women in Government, Alliance for Innovation, the Local Government Hispanic Network, and the National Forum for Black Public Administrators to assist with under-represented candidate outreach and promotion. *In 2024, 33% of placed candidates in SGR searches were female; and 31% indicated they are a person of color.*

- It is easy for any Recruiter to get a stack of qualified resumes. The hard part is finding a highly qualified candidate who is also the right match for you. They need to "click" with the Town Commission, the organization, and the community - Our focus is on fit, which is why our success rate is so strong!

Why SGR?

- National Research Center, Inc. conducted a blind survey of City Management professionals on behalf of SGR with invitations emailed to close to 4,000 City Management professionals asking them to complete a survey to evaluate 14 national & regional public management search firms.

- SGR received the **highest overall rating and the highest ratings for each specific measure of quality.**

- SGR was rated between good and excellent for each item; where most other firms were rated between fair and good.

- Some Notable SGR Highest Rating Categories:
  - Level of understanding of City Management
  - Level of real world understanding of your profession
  - Networking and engaging leading edge thinkers in city government
  - Reputation for providing innovative services/solutions
  - Prompt, ongoing communications and honest interactions with candidates
  - High quality and thorough vetting and background check processes
  - Reputation among young professionals and rising professionals as supportive of the next generation of leaders in city government
  - Reaching out to candidates from diverse backgrounds to ensure inclusiveness in hiring

Questions?

Partnering with Local
Governments to Recruit,
Assess and Develop
Innovative,
Collaborative,
Authentic Leaders