

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 glowing, futuristic circuit board pattern in a lighter blue color. The circuit lines and nodes are more prominent on the right side, where they also form icons of individual and groups of people.

ICMA

The title 'Directory of Executive Search Firms' is written in a light blue, sans-serif font. It is positioned in the lower-left area of the page, with a solid light blue vertical bar to its left. The text is partially overlaid by the glowing circuit board graphics that extend from the right side of the page.

**Directory of
Executive Search Firms**



**BE STRATEGIC IN
HOW YOU RECRUIT
EXCEPTIONAL
SERVANT LEADERS**



PLAY CHESS NOT CHECKERS

20

EXPERIENCE

20 + years in local government recruitment



INNOVATION

Reputation for providing innovative services and solutions



700+ CLIENTS

700 + local government clients in 50 states



HIGHLY RATED

2018 blind survey of 4,000 City Management professionals by National Research Center, Inc., rated SGR highest overall of 14 national & regional public management search firms

THE SGR DIFFERENCE

- Recruiters are former local government professionals
- Reputation among rising young professionals as supportive of next generation leaders
- Recruits diverse candidates ensuring inclusiveness
- One of the most robust social media talent recruitment strategies in the industry. SGR's vast network of active and passive candidates + latest social media trends and best practices = ideal candidate pool
- New SGRecruiter® platform anonymously matches prospects with opportunities & reduces implicit bias
- Comprehensive candidate vetting including background investigations & media searches

SGR IS MORE THAN A RECRUITMENT FIRM

We partner with local governments across the nation to deliver valuable services that promote servant leadership and excellence in service delivery.



WWW.GOVERNMENTRESOURCE.COM



Services

Recruitment and Selection Processes
Human Resources Consulting
Management Consulting
Professional Development

Outcomes

Objective, thorough process
Utilization of best practices
Satisfaction guaranteed

Heidi Voorhees, President
HVoorhees@govhrusa.com
847.380.3243



Joellen J. Cademartori, Chief Executive Officer
JCademartori@govhrusa.com
847.380.3238

Services

Temporary Placements
Temp-to-Hire Placements
Outsourced Placements
Specific Project Placements

Outcomes

Reduce employee costs permanently
Respond rapidly to service demands
Eliminate recruitment and selection costs
Create flexibility in staffing assignments

GovHRusa.com 847.380.3240

ICMA | strategic partner



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. (Note that all of this information may not have been provided by each organization.)

Affion Public
affionpublic.com
2120 Market Street,
Suite 100
Camp Hill, Pennsylvania
17011-4709
info@affionpublic.com
888-321-4922
Nationwide

**Alliance Resource
Consulting, LLC**
alliancerc.com
1 Centerpointe Drive,
Suite 440
La Palma, California 90623
info@alliancerc.com
562-901-0769
*California, Virginia, Florida,
Nationwide*

Avery Associates
averyassoc.net
3 1/2 N Santa Cruz Avenue,
Suite A
Los Gatos, California
95030-5916
jobs@averyassoc.net
408-399-4424
California

Bob Murray & Associates
bobmurrayassoc.com
1544 Eureka Road, Suite 280
Roseville, California
95661-3093
bmurray@bobmurrayassoc
.com
916-784-9080
California, Florida

Careers in Government
careersingovernment.com
1345 S Sierra Bonita
Los Angeles, California
90019
310-403-8022
Nationwide

**Chris Hartung
Consulting, LLC**
chcpubliosectorsolutions.com
2000 E Lamar Suite 600
Arlington, TX 76006
chris@chcpubliosectorsolu-
tions.com
817-715-9693
*Texas, Oklahoma, and
New Mexico*

Colin Baenziger & Associates
cb-asso.com
2055 S Atlantic Avenue,
Suite 504
Daytona Beach Shores,
Florida 32118-5024
colin@cb-asso.com
561-707-3537
Florida

CPS HR Consulting
cpshr.us/executive-search/
recruitment-staff
2450 Del Paso Road, Suite 220
Sacramento, California
95834-9664
connie@cps.ca.gov
916-263-3600
California, Colorado, and Texas

DDA Human Resources, Inc.
ddahumanresources.com
5029 Upton Avenue S
Minneapolis, Minnesota
55410-2244
Gary@DavidDrown.com
612-920-3320
Minnesota

**Eaton Peabody
Consulting Group**
eatonpeabody.com/consulting
77 Sewall Street, Suite 3000
Augusta, Maine 04330-6334
207-622-3747
Maine

Edward J. Collins, Jr.
Center for Public Management
umb.edu/cpm
100 William T Morrissey
Boulevard
Boston, Massachusetts
02125-3393
collins.center@umb.edu
617-287-4824
Massachusetts

GovHR USA
govhrusa.com
630 Dundee Road, Suite 130
Northbrook, Illinois
60062-2749
info@govhrusa.com
847-380-3240
Nationwide

HC Smith, Ltd
hcsmith.com
24000 Mercantile Road,
Suite 7
Beachwood, Ohio
44122-5964
hcsmith@hcsmith.com
216-752-9966
Nationwide

HueLife, LLC
hue.life
5775 Wayzata Boulevard,
#700
St. Louis Park, Minnesota
55416
info@hue.life
651-204-0441
Minnesota

JDGray Group, LLC
jdgraygroup.com
11625 Custer Road,
Suite 110-281
Frisco, Texas 75035
info@jdgraygroup.com
972-885-6472
Nationwide

**Jersey Professional
Management**
hjerseyprofessionalmgmt.com
23 North Avenue E
Cranford, New Jersey
07016-2196
info@jerseyprofessionalmgmt
.com
908-276-2777
New Jersey

**Kansas League Executive/
Administrative Position
Search (LEAPS)**
lkm.org/page/LEAPS
300 SW 8th Avenue
Topeka, Kansas 66603-3951
info@lkm.org
785-354-9565

Management Partners, Inc.
managementpartners.com
1730 Madison Road
Cincinnati, Ohio 45206-1865
atrimpe@management
partners.com
513-861-5400
California, Ohio, Virginia

Mathis Group
mathisgroup.net
11660 Church Street, #714
Rancho Cucamonga,
California
91730-8917
Dr.Bill@MathisGroup.net
909-322-9045
California

**McGrath Consulting
Group, Inc.**
mcgrathconsulting.com
P.O. Box 190
Wonder Lake, Illinois
60097-0190
info@mcgrathconsulting.com
815-728-9111
Nationwide

Municipal Resources, Inc.
mrigov.com
120 Daniel Webster Highway
Meredith, New Hampshire
03253
all@mrigov.com
866-501-0352
New England

**Murphy, Symonds, &
Stowell Search**
msssearch.com
1001 SW 5th Avenue,
Suite 1100
Portland, Oregon
97204-1127
503-244-2126
Oregon

Municipal Solutions LLC
municipalsolutions.org
845 S. Estrella Parkway,
#5038
Goodyear, Arizona 85338
888-545-7333 (U.S.); s39
327 938 6493 (International)
Canada, Europe, United States

Odgers Berndtson
odgersberndtson.com
Royal Bank Plaza
200 Bay Street
Toronto, Ontario M5J 2J3
Canada
toronto@odgersberndtson
.com
416-366-1990
Worldwide

Peckham & McKenney, Inc.
peckhamandmckenney.com
300 Harding Boulevard, Suite
203D
Roseville, California 95678
866-912-1919 Toll Free
bobb@peckhamand
mckenney.com
All U.S. offices in Northern and
Southern California, Colorado,
and Texas

Prothman
prothman.com;
prothman-jobboard.com
371 NE Gilman Boulevard,
Suite 310
Issaquah, Washington
98027-2901
info@prothman.com
206-368-0050
National

**Public Administration
Associates, LLC**
public-administration.com
P.O. Box 282
Oshkosh, Wisconsin
54903-0282
info@public-administration.com
920-235-0279
Indiana, Iowa, Michigan,
Minnesota, Wisconsin

Ralph Andersen & Associates
ralphandersen.com
5800 Stanford Ranch Road,
Suite 410
Rocklin, California 95765
info@ralphandersen.com
916-630-4900
National

**Resource Management &
Acquisitions**
rmasearchfirm.com
government@rmasearchfirm.
com
888-646-2607
Asia, Canada, Europe, United
States

**RJA Management
Services, Inc.**
rjamanagement.com
2719 South Mayflower
Avenue,
Suite A
Arcadia, California 91006
rgarcia@rjamanagement.com
626-447-3318
California

**Roberts Consulting
Group, Inc.**
robertsrcg.com
P.O. Box 1127
Rancho Mirage, California
92270-1127
robertsrcg@msn.com
424-522-2251
California

**S. Renée Narloch &
Associates**
srnsearch.com
2910 Kerry Forest Parkway,
D4-242
Tallahassee, Florida 32309
info@srnsearch.com
850-391-0000
Nationwide

**Slavin Management
Consultants**
slavinweb.com
3040 Holcomb Bridge Road,
Suite A1
Norcross, Georgia 30071
info@slavinmanagement
consultants.com
770-449-4656
Nationwide

Spencer Stuart
spencerstuart.com
13355 Noel Road,
Suite 1200
Dallas, Texas 75240
214-672-5200
Nationwide

**Springsted | Waters
Executive Recruitment**
springsted.com
380 Jackson Street, Suite 300
Saint Paul, Minnesota
55101-4705
information@waters-
company.com
651-223-3000
Minnesota, Washington

**Strategic Government
Resources**
governmentresource.com
P.O. Box 1642
Keller, Texas 76244-1642
CourtneyWare
@GovernmentResource.com
817-337-8581
Florida

Teri Black & Company, LLC
tbcrecruiting.com
3510 Torrance Boulevard,
Suite 209
Torrance, California
90503-4829
info@tbcrecruiting.com
424-296-3111
Western United States

The Lee Group
theleegroup.com
11838 Rock Landing Drive,
Suite 150
Newport News, Virginia
23606-4232
757-873-0792
Virginia

The Mercer Group, Inc.
mercergroupinc.com
Corporate Offices: 5579B
Chamblee Dunwoody Road,
#511
Atlanta, Georgia 30338
Executive Offices: 1000
Cordova Place, #726
Santa Fe, New Mexico 87505
mercerc@mindspring.com
505-466-9500
Nationwide from 21 offices

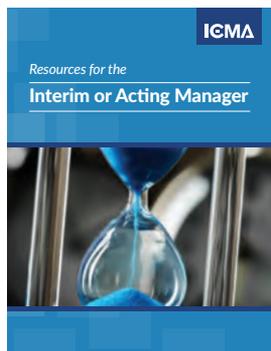
The Novak Consulting Group
thenovakconsultinggroup.
com
26 E Hollister Street
Cincinnati, Ohio 45219-1704
info@thenovakconsulting-
group.com
513-221-0500
Nationwide

Waldron
waldronhr.com
101 Stewart Street,
Suite 1200
Seattle, Washington
98101-2449
info@waldronhr.com
206-441-4144
Arizona, California, Oregon,
Washington

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.

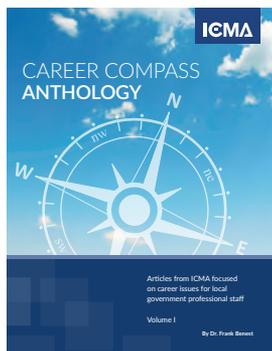
ICMA CAREER GUIDES

ICMA's Career Guides offer local government professional managers toolkits to help you thrive in the profession, 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



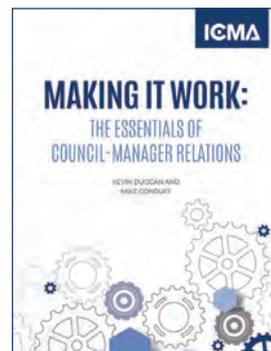
Career Compass is a monthly column from ICMA focused on career issues for local government professional staff that appears in the ICMA Newsletter and online.

icma.org/careercompass



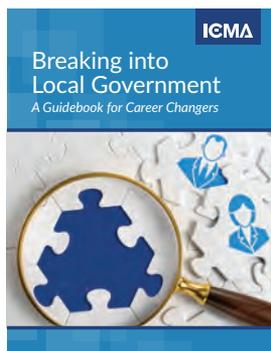
First-Time Administrator's Handbook covers items that should be considered before an interview, during an interview, before accepting a position, and before starting a new position. (Member Resource)

icma.org/newmanager



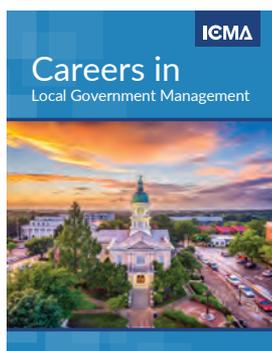
Making It Work: The Essentials of Council-Manager Relations provides the competencies needed to build a relationship that is based on mutual respect, understanding of roles, and open communication.

icma.org/councilrelations



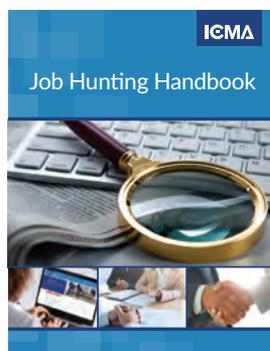
Breaking into Local Government will help career-changers enter the local government sector. Cases include private sector, military, and other government sectors.

icma.org/breakingintolg



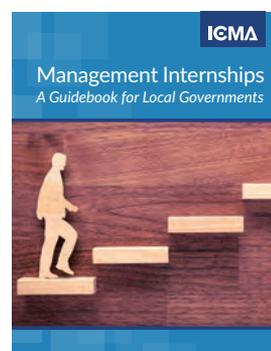
Careers in Local Government Management is an introduction to local government as a career, what city/town/county management is, what managers do, and tips on education, skills, and job opportunities related to the profession.

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/thrive-your-career-icma-university

Contact our team with questions!

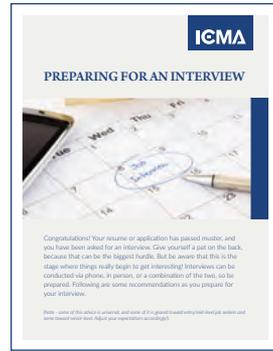
- To post a job ad: advertising@icma.org
- Questions about the ICMA Management Fellowship: lgmfprogram@icma.org
- Questions about ICMA Coaching: coaching@icma.org



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



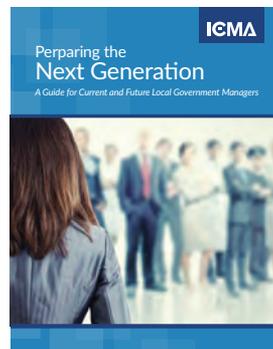
Preparing for an Interview offers helpful hints once you've passed the resume screening and have been called in for a discussion.

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)

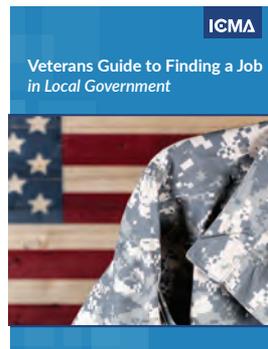
icma.org/nextgencases



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



Alliance Resource Consulting is considered one of the premier public sector executive recruiting firms in the country. Our company motto “The Power of Partnership” is taken seriously at ALLIANCE and carries a reputation of providing service and building lasting relationships by placing the highest quality candidates throughout the United States.

Our mission is to provide value-added service to our clients in an ethical, efficient, transparent and timely manner. We are committed to providing our clients and candidates with the highest caliber of service in the industry.

For questions and inquiries, please contact:

Sherrill Uyeda, *Founding Partner*
Cindy Krebs, *Regional Director*
David McDonald, *Regional Director*

Our consultants are based in Palo Alto, California; Seattle, Washington and Tallahassee, Florida.



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