



Seminole County, Florida

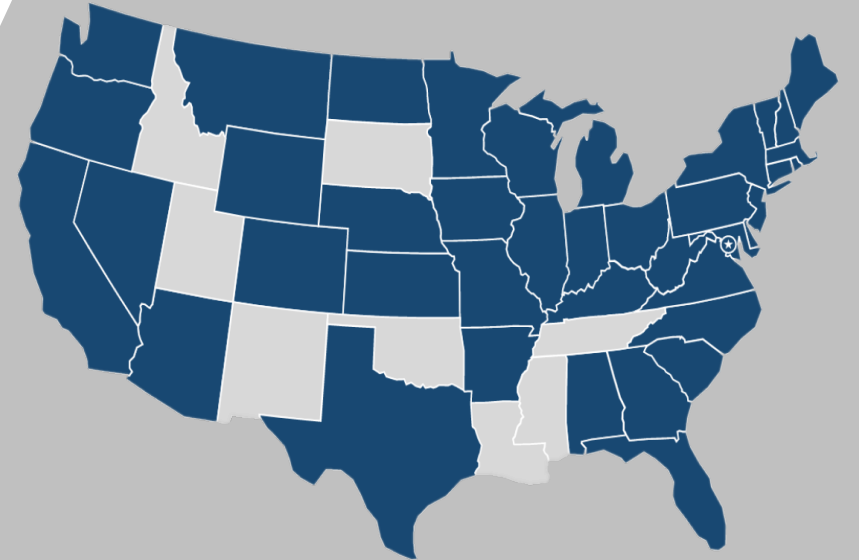
County Manager recruitment Services

James Dinneen, Vice President, GovHR USA

December 14, 2021

Our Experience

- Consultants are located in Arizona, Florida, Georgia, Illinois, Indiana, Massachusetts, Michigan, Minnesota, Mississippi, North Carolina, Ohio, Tennessee, Texas and Wisconsin, giving us national expertise and contacts.
- Since 2009, GovHR USA has been engaged to conduct approximately 950 recruitments in 41 states.



GovHR USA
GovTEMPS USA

The Path to Success



Success requires a partnership between GovHR USA and the Client.



We are known for our process, approach, network and record of our guarantee.



We are known for our commitment to diversity.



We are known for our commitment to communication.



We are known for our commitment to the profession of local government management.

28% of our Clients are repeat customers, and of those repeat customers, 46% have conducted more than two recruitment processes with GovHR.

Our Consultants (35) bring a unique combination of experience in executive recruitment and in serving as managers in all disciplines of local government.

Our Experience





Our Tailored
Process

Phase I: Organizational and Position Assessment

Development of:

- Position Announcement
- Position Brochure
- Detailed Recruitment Timeline

Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week	Week
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Phase I		Phase II				Phase III			Phase IV	Phase V		Phase VI	
Weeks 1 & 2			Phase 1: On Site Interviews & Brochure Development										
Weeks 3 thru 6			Phase 2: Advertising, Candidate Recruitment & Outreach										
Weeks 7 thru 9			Phase 3: Candidate Evaluation & Background Screening										
Week 10			Phase 4: Presentation of Recommended Candidates										
Week 11 & 12			Phase 5: Interview Process & Additional Background Screening										
Weeks 13 & 14			Phase 6: Appointment of Candidate										

Recruitment Timeline



Our Tailored Process

Phase II: Candidate Outreach & Recruitment

- Outreach to potential candidates using email, telephone calls and personal contact, including those recommended through outreach.
- Heavy utilization of social media.
- Development of 500+ email database specific to the recruitment.
- Utilization of LinkedIn software.

Our Tailored Process

Phase III: Candidate Evaluation & Screening

- Live Video Interview with prospective candidates with GovHR Consultant.
- Conduct background inquiries and reference calls.
- Search internet and all social media sites for news stories and posts on Twitter and Facebook pertaining to candidates.

Phase IV: Presentation of Recommended Candidates

- Identification of semi-finalists for interview consideration. Report on interviews and references.



Our Tailored Process

Internal Candidate Approach

- Internals are treated similar to external candidates – given every opportunity to be successful in the process.

Our Tailored Process

Phase V: Interviewing process and backgrounds screening

- Facilitate selection of finalists for interview.
- Arrange for additional background inquiries prior to interview.
 - Criminal, credit, motor vehicle and educational verification.
- Prepare interview questions and procedures for review, editing and comment.
- Facilitate final interviews and selection, ensuring the client has the information needed to make a final decision.

Phase VI: Appointment of Candidate

- Aid in negotiation of contract, if desired.



Our Commitment to Diversity

- GovHR USA is a women-owned enterprise certified by the state of Illinois.
- Partnership with i4x – Institute for Excellence in Public Service.
- The National Forum for Black Public Administrators (NFBPA) and GovHR USA are working together with i4x to advance our organizations' shared goal of increasing diversity, equity, and inclusion at all levels of local government.
- Affiliation with the Local Government Hispanic Network.
- Significant work with women's legacy groups and LWG.
- Support of ELGL, Civic Pride.

Our Guarantee



We stay with you until you have selected the ideal candidate.

- We will search for additional candidates if necessary – no additional consultant fee.

We offer a one-year guarantee for our candidates.

- No consultant fee for a new search, only expenses.

Reasons to Consider GovHR USA

Depth of experience in executive recruitment throughout the United States.

Extensive outreach component to recruitment and selection process including information gathering at process outset and utilization of social media for candidate outreach.

Over 11,000 visits to our Career Center each month.

Knowledge of and commitment to diversity, communication and professional local government management.

Our excellent reputation for a thorough and professional process.

Surveys of our clients show that 94% rate their overall experience with our firm as *Outstanding* and indicate that they plan to use our services or highly recommend us in the future.

Thank you!

We hope to have the opportunity to work
with you!

