

## **Search Process**

It is assumed that the Board will conduct a careful and comprehensive search for the new Executive Director. This section contains procedures of the committee charged with conducting the search, as well as Joyce Prage's assessment and identification of potential candidates and a group of trusted advisors who could be relied upon to provide good counsel and identify potential candidates, should the Executive Director position become vacant.

### Procedures of the Search Committee

1. Select a consulting firm to assist in the search, if applicable
2. Assess strategic plan progress
3. Identify strategic priorities for the short-term future
4. Review and utilize the list of critical competencies of the Executive Director position
5. Seek guidance from Trusted Advisors
6. Review and update the job description
7. Post the job description
8. Invite internal and potential external candidates to apply
9. Interview candidates
10. Conduct background and reference checks on final candidates
11. Negotiate employment arrangements
12. Present the final candidate to the Board for approval

### Potential Internal Candidates

Although not every Director currently in the employment of PLB currently aspires to the position of Executive Director, Joyce Prage has indicated that all three individuals have many of the characteristics and competencies needed to be potential candidates for the position of Executive Director. PLB's leadership development process of annually tracking each Director's performance and developmental progress regarding critical competencies needed for the Executive Director position will provide guidance to the Board in considering potential internal candidates.

### Potential External Candidates

The following list contains individuals considered by Joyce Prage to have the characteristics and competencies needed to be a strong candidate for the position of Executive Director. None of these individuals have been approached to gauge interest in the position.

- May add individuals at a later date.

### Trusted Advisors

The following list contains individuals considered by Joyce Prage to be trusted advisors who have deep knowledge of the PLB's mission and culture. Trusted advisors could be contacted to provide their counsel and opinions about the PLB's future needs, characteristics and competencies of a future leader, and referrals to individuals who should be invited to apply for the Executive Director position.