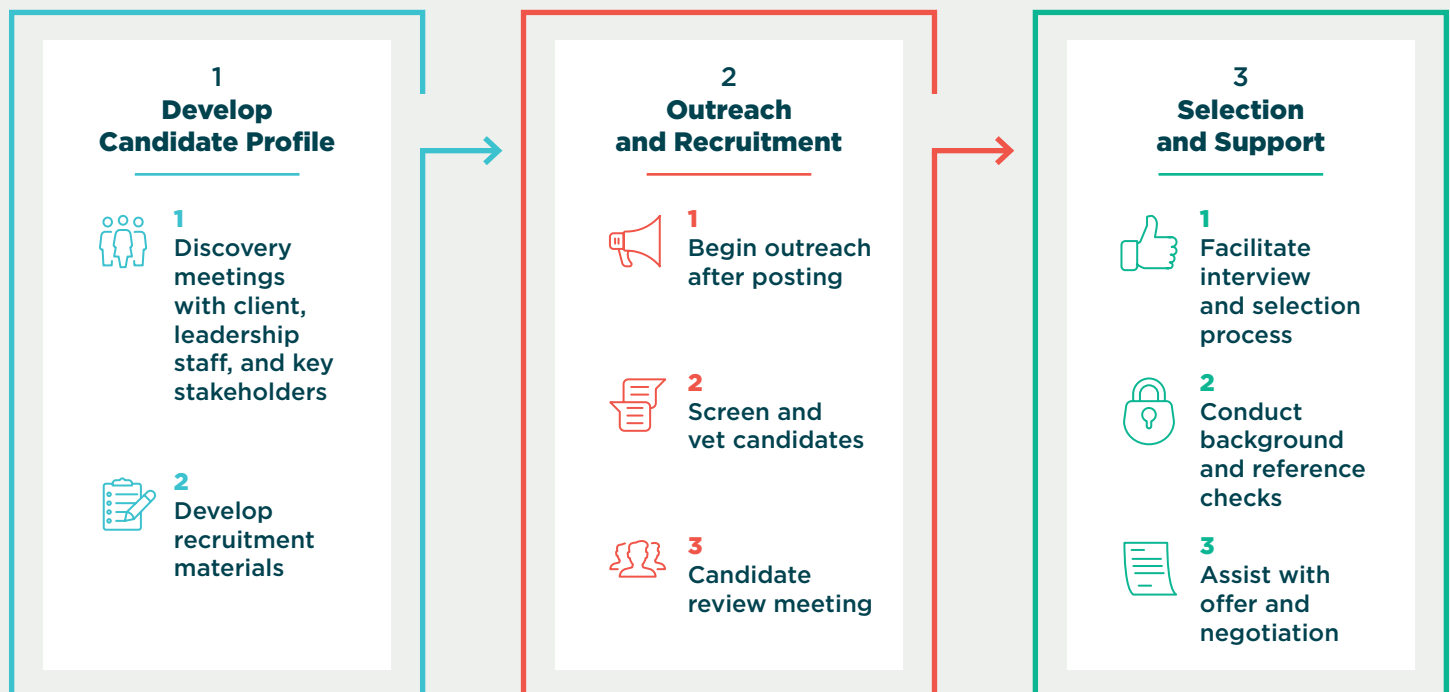


# Executive Recruitment

**We understand the challenges of recruiting and retaining a high quality and highly skilled workforce. We know the local government and utilities, hiring, and retention environment. We care about the well-being of our clients and that concern is imbedded in all that we do in our engagements.**

We develop a customized recruitment plan and conduct targeted outreach to potential candidates. Our team leverages our extensive professional networks to attract the best talent nationwide. We do all the work, so you don't have to – screening, facilitating interviews, aiding in offer negotiations, and more. From start to finish, we are your partner in finding an outstanding person to add to your team.

## What does the recruitment process look like?



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## Why use Raftelis as your recruiter?

Our executive recruitment team shares your passion for high functioning local governments and utilities and we are dedicated to finding candidates who add value to your organizational culture and effectively contribute to strategic goals and initiatives.

Choosing to work with our executive recruitment team ensures that your organization will receive several benefits including:

- + Tailored recruitment plan
- + A fair and impartial process
- + Unbiased review of all candidates, both internal and external
- + Ongoing guidance, support, and advice throughout the recruitment
- + Confidentiality of applicant pool
- + Experience in negotiating employment offers and contracts
- + Reduced conflict of interest and maximized staff capacity

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## Who is our executive recruitment team?

Our executive recruitment team consists of accomplished local government professionals who are committed to assisting local governments and utilities throughout the entire recruitment process.

We have completed hundreds of executive recruitments for local governments and utilities across the country, ranging in size from 1,000 to over 1 million residents. We have helped communities recruit executive leaders including their chief administrative officer, department directors, and other management positions. Additionally, we often work with local governments and utilities to find the right candidate for difficult to fill or highly technical and specialized positions. Our executive recruitment team has experience in recruitment and prior careers in many of the fields where we search for candidates. This combined expertise allows our team to deliver the best and brightest prospects to our clients.



## What makes *us* different?

The quality of an organization's leaders is critical to its health and long-term success. Raftelis focuses on outreach of passive candidates which is critical in this market. We identify and attract candidates that are underrepresented in leadership positions in local government so they can be considered by our clients. Our recruiters have decades of experience and are interacting directly with prospects, candidates, and clients. Our goal is to find qualified professionals and help our clients select the right employee to be successful long after they've been hired.

Raftelis offers a full range of services to assist local governments and utilities.

Learn more at [www.raftelis.com](http://www.raftelis.com)

- + **Organizational Excellence Services:** Strategic Planning, Organizational Assessments, Strategic Communications, Technology
- + **Executive Services:** Executive Recruitment, Executive Coaching, Facilitated Performance Evaluations
- + **Financial Services:** Rate, Fee & Cost-of-Service Studies, Financial & Capital Planning, Affordability Analysis, Financial Condition Assessments