

**BHI MANAGEMENT CONSULTING**

"Organizational Efficiency for Public Agencies"

**To: Board of Directors - Kensington Fire Protection District**

**From: Brent Ives, BHI Management Consulting**

**Subject: April 2023 Report on GM Recruiting Efforts**

**Date: April 13, 2023**

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In January of 2023, a proposal was approved with BHI Management Consulting to begin recruiting a permanent District General Manager for the District. I apologize for not being present for this evening's meeting. It happened to coincide with our 49<sup>th</sup> wedding anniversary. This report however advises the Board of Directors on the status and next steps status of the recruitment effort for the permanent GM position as of the date above. In general, I am taking a very soft, yet deliberate marketing approach and am pleased with the responses.

- Conducted meetings with the special committee on certain potential candidates.
- Completed development of candidate brochure and advertisement.
- I have made constructive contact with one candidate who a Board member mentioned.
- Circulated advertisements on the free LinkedIn sector.
- We have generated 13 interested candidates over the month, several through the LinkedIn ad. I am currently reviewing all candidates, including two which have particular nexus with the position. Those two I am doing initial reference work on.
- Made several calls and emails to circulate the position within my professional network.
- IGM and I are currently placing the advertisement on the District website and NextDoor Kensington in appropriate format with linkages back to BHI.

Overall, for a soft announcement, I am quite pleased with the response. I plan on ramping up the LinkedIn presence this month through paying for extra exposure there. In the meantime, should you have questions please feel free to contact me or let me know of any individuals whom I should contact about the position, please advise.

Thank you,

Brent H Ives 4/13/2023

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