a refreshing, cutting-edge, executive recruitment firm

POLIHIRE Corporate Snapshot

❖ Founded in 2005 by Kenyatta Uzzell

❖ Headquartered in Washington, DC with a national focus on talent identification and placement

❖ Provide executive search services to the public sector and non-profits/foundations

❖ More than 500 national searches successfully completed

❖ Senior leadership team has more than 40 years in local government and more than 25 years in executive recruitment

POLIHIRE Past Partners

GLWA Search - Team Leads

KENYATTA L. UZZELL - *FOUNDER & CEO*

More than 25 years experience in recruitment. 20 in public sector recruitment

Founded POLIHIRE in 2005

Led executive recruitment for 2nd Administration of former Mayor Anthony A. Williams. Responsible for the recruitment of more than 17 Cabinet members

Prior to joining the Williams Administration in 2002, spent close to a decade in private sector recruitment

Bachelor of Arts in English from University of North Carolina at Chapel Hill - 1993

Master of Business Administration from Howard University School of Business - 1996

GLWA Search - Team Leads

KJ WARD – *SENIOR CONSULTANT*

More than 17 years experience consulting internationally

Communications specialist at McKinsey & Company

Social justice experience with work at Justice Resource Institute

Globally published, ghostwriting expert, and process design and facilitator at (ECF) Education. Communication. Facilitation.

Bachelor of Arts in Psychology from Dartmouth College - 1994

Master of Education in Human Development and Psychology from Harvard University- 1997

KENNETH EVANS – *EVP & COO*

More than 15 years experience with corporate and municipal finances

Leadership experience in the District as the OCFO Deputy Director of Budget Administration in 2009

Continued as the EOM's Deputy Budget Director in 2011 and the COO and DCOS of DHCF in 2015

Bachelor of Science in Electrical Engineering from Clemson University – 1994

Master of Science in Electrical Engineering from the Johns Hopkins University – 1999

Master of Business Administration from Howard University School of Business - 2006

POLIHIRE AccuMatch® Process

AccuMatch allows us to be flexible to each client's needs while maintaining a core process that has consistently proven to work.

Step 1: Needs Analysis
- ❖ Meet with clients review position
- ❖ Develop a highly specific search plan
- ❖ Review the search plan from client

Step 2: Candidate Identification
- ❖ Identify target sources utilizing our extensive database and network of leaders
- ❖ Identify candidates

Step 3: Assessment and Background Investigation
- ❖ Conduct interviews with the top candidates
- ❖ Prepare background profiles
- ❖ Review profiles with clients
- ❖ Narrow the list of candidates
- ❖ Conduct job history, reference and background checks
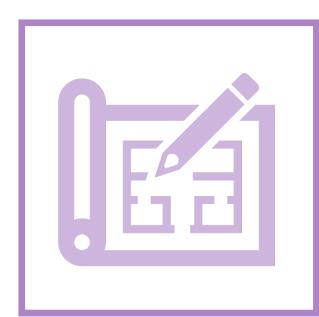
Step 4: Candidate Presentation
- ❖ Facilitate client interviews with candidates
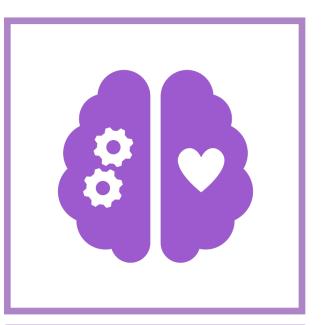- ❖ Feedback from client and candidates

Step 5: Negotiation of Offer
- ❖ Work with client to extend the best offer for both parties

Step 6: Transition and Follow-up
- ❖ Continue working with both the candidate and client to ensure a successful job transition

GLWA Search - Strategic Approach

Three-Tiered Review of Candidates

- ❖ Technical Intelligence – Kenyatta, KJ & Ken: Extensive experience with municipal governments, executive leadership, diversity and inclusion, and communications
- ❖ Emotional Intelligence – Dr. Kamala: Board certified Counselor and EQ-I 2.0 administrator
- ❖ Leadership Intelligence – Gen. Kip Ward (R): Over 40 years of military leadership with a specialty in leadership assessment and development
- ❖ Presentation of recommended candidates to GLWA Recruitment Team

GLWA Search - Recruitment Sources

❖ Proprietary database of over 6,500 public officials

❖ Professional organizations
  ✓ International City/County Management Association (ICMA)
  ✓ American Society of Public Administration
  ✓ National Forum for Black Public Administrators
  ✓ American Water Works Association
  ✓ National Association of Clean Water Agencies

❖ Personal network

Past Similar Successes

BIRMINGHAM WATER WORKS

Largest water system in AL, serving over 600,000 customers

- ✓ Asst. GM, Engineering
- ✓ Asst. GM, Finance
- ✓ Asst. GM, Operations
- ✓ Manager, IT
- ✓ Chief Engineer

SA Service Authority — Exceptional Water Service

Quasi-governmental agency with the largest combined water and wastewater authority in VA

- ✓ General Manager (CEO)
- ✓ Chief People and Talent Officer
- ✓ Chief Information and Technology Officer

dc water is life®

Multi-jurisdictional & largest advanced wastewater treatment facility in the world

- ✓ CEO
- ✓ COO
- ✓ EVP, Legal Affairs
- ✓ EVP, People and Talent
- ✓ Safety Manager

Proposed Timeline

TASK	POLIHIRE TECHNICAL APPROACH	TIMELINE
TASK A. Review and Identify Organizational Requirements and Challenges of the Position	• Facilitating Discussions with Client on Desired Candidate Qualifications	Within 5 calendar days of "Notice to Proceed"
TASK B. Review and Proposed Changes to the Position Qualification Requirements	• Preparation of the Recruitment Profile	Within 10 calendar days of "Notice to Proceed"
TASK C. Identify Candidates	• Candidate Identification • Use of Personal Solicitations for a Diverse Pool of Applicants	Within 90 calendar days of completion of Task B

TASK	POLIHIRE TECHNICAL APPROACH	TIMELINE
TASK D. Interview Candidates and Report Progress	• Processing and Analysis of Applications (ongoing throughout the search) • Screening of Candidates • Candidate Interviewing, Assessment and Background Investigations • Reference Checking	Within 90 calendar days of completion of Task B
TASK E. Candidate Selection	• Candidate Presentation	Within 14 calendar days of completion of Task D
TASK F. Hiring the Selected Candidate	• Negotiation of Offer	After completion of Task D

Pricing

POLIHIRE®

Q&A