City of Columbia, MO City Manager Search

Pamela Derby, Supervising Executive Recruiter
Andrew Nelson, Executive Recruiter

CPS HR CONSULTING™

Hello!

About CPS HR

Established as a Joint Powers Authority in 1985

By charter, CPS HR serves only public sector and non-profit agencies

CPS HR is a self-sustaining revenue-driven organization

Hello!

About CPS HR

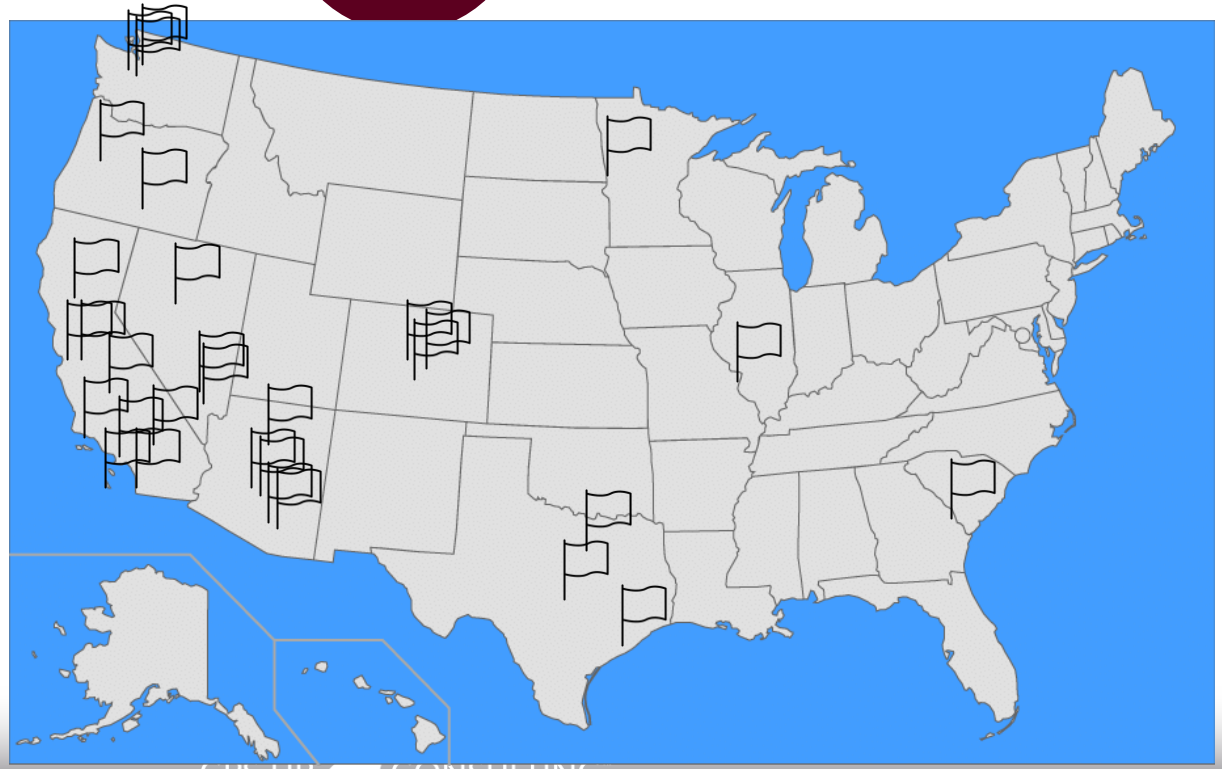
CPS HR 8-member Board of Directors represents public agencies across the nation

Our mission is to transform human resources management in the public sector

Our vision is to enable people to realize the promise of the public sector

Recent Placements

= Recent Placement



PROCESS

DEFINE THE IDEAL CANDIDATE
AGGRESSIVE RECRUITING
SELECTION PROCESSES
FEBRUARY
MARCH
APRIL - MAY

IDEAL CANDIDATE PROFILE

Leadership Characteristics

"It is critical that the new city manager possess _____ as a leadership quality."

IDEAL CANDIDATE PROFILE

Leadership Characteristics

"Columbia would be well-served if the new city manager introduced (or embraced) _____ in the community."

IDEAL CANDIDATE PROFILE

Management Experience

"The new city manager should definitely have experience managing _____."

IDEAL CANDIDATE PROFILE

Management Experience

"The new city manager should be able to easily navigate _____ as part of their duties."

IDEAL CANDIDATE PROFILE

Community Lifestyle

"It is important for the new city manager to understand _____ about Columbia."

IDEAL CANDIDATE PROFILE

Community Lifestyle

"The new city manager should not underestimate the importance of _____ to the community."

Professionalism
Sophisticated
Desire
Honesty
Flexible
Gender
Collaborative
Consensus
Roads
Sincere
Understanding
Transparent
Straightforward
Sincerity
Bargaining
Citizen
Mobilizing
Redistricting
Wage
Budget
Homelessness
Authenticity
Planner
Personal
Responsive
Experience
Listen
Environment
Council
Infrastructure
Experienced
Context
Privilege
Race
Values
Solver
Generalist
Fair
Manager
Development
Followup
Green
Reasonable
Police
Capacity
Upgrade
Compromise
Labor
Open
Pay
Madison
Incentive
Social
Input
Engage
Tone
Success
Realistic
Dignity
Team
Investment
Servant
Warm
Legislative
Tenure
Relationship
Efficiency
Capable
Involved
Leader
Midwest
Authentic
Diversity
Process
Growth
Scrutiny
Succession
Fiscal
Sewer
Power
Change
Deadline
Ethical
Plan
Trust
Priorities
Workforce
Pragmatic
Candid
Common
Diverse
Feedback
Cooperative
Safety
Record
Boulder
Sustainable
Parks
Face
Care
Followthrough
Strategic
Humble
Articulate
Audit
Transit
Visible
Vision
College
Journalists
relations
Builder
Service
Connections
Unpatronizing
Staffing
Foresight
Planning
Efficient
Astute
Climate
Honest
Equity
sense
Walking
Responsiveness
Willingness
Color
University
Longevity
Humility
Reality
Responsible
Transportation
Collegetown
oriented
Female
Strategist
Housing
Exceptional
Cultural
Clear
Finance
Engaged
Airport
Communication
Media
Integrity
Empathy
Networking
BigCity
Commitment
Transparency
Respect
Genuine
ClimateChange
Expectations
Technology
Diplomatic
Disparity
Agent
Revenue
Jobs
Progressive
Partnership
Community
EmotionalIntelligence
Collaboration
Supportive
Lifestyle
Technological
Curiosity
Management
Empathetic
Perspective
Trails
Midwestern
Proactive
Selfreflective
BoomTown
Compassion
Courage

Thanks!

Any Questions?

Please contact us by email

- pderby@cpshr.us
- anelson@cpshr.us