ESSENTIALS

Designed to support the hiring of either executives or senior staff, this option offers a flexible approach to a search for your co-op’s next leaders. This option is best for co-ops looking for a select combination of services to complement their in-house hiring capabilities, or to further understand the leadership capabilities needed for the position and the candidates who might possess those capabilities.

POSITION UNDERSTANDING OPTIONS

• Leadership Profile Questionnaire (LPQ): If you don’t know what you are looking for, you aren’t going to get what you want. For this reason, the LPQ is the most critical piece of any search process that we do. Using the NRECA Electric Cooperative Leadership Competencies model as our framework, our anonymous surveys are administered to the boards for our CEO and general manager searches or the hiring teams for our senior staff searches.

• LPQ In-Person or Phone Review: Once the LPQ results are aggregated, it’s important to ensure consensus of the results and that the qualifications for success for your co-op are well represented.

• Creation of Job Description (optional if LPQ is chosen): The job description is created from our LPQ discussion.

• Compensation Analysis: A compensation market analysis is provided for consideration by the board. This will not be a recommendation of compensation, rather a resource available to help establish the market value of the position and the compensation range to be communicated to prospective applicants.

CANDIDATE GENERATION OPTIONS

• Job Postings (optional if LPQ is chosen): The job description is posted on cooperative.com, publicpower.org, LinkedIn and RE Magazine.

• Passive Candidate Outreach (optional if LPQ is chosen): We reach out to existing CEOs and general managers so they can share your opportunity. We also reach out to active and passive candidates in our national networks who could be a good fit for your position.

CANDIDATE SCREENING OPTIONS

• Resume and Phone Screening (optional if LPQ is chosen): All applications (internal or external) go through the same application process and then are screened against the qualifications determined at the LPQ review. Promising applicants are then vetted further through our phone screening interviews.

• EEOC Information Collection (optional if LPQ is chosen): NRECA will collect and provide anonymous EEOC information after the search is completed.
• **Hogan Insight Leadership Assessment**: The Hogan Insight Leadership Assessment is more than a personality analysis. It provides boards and hiring teams with a concise overview of candidates’ strengths, performance risks and core values. This tool can be used for the double purpose of selection and development, especially if the co-op has strong internal candidates.

• **Reference Checks (optional if LPQ is chosen)**: As a secondary screening process, we conduct reference checks before we provide a summary of the most qualified candidates to the board or hiring team.

• **Summary of Screened Candidates in Person or via Phone (optional if LPQ is chosen)**: Based on your initial guidelines from the LPQ, we have extensively screened a pool of candidates to present a manageable list of qualified candidates to the board or hiring team.

• **Candidate Screening Book (optional if LPQ is chosen)**: A comprehensive look at later stage qualified candidates for the use of the board during the selection process.

**CANDIDATE INTERVIEWING**

• **Notification of Non-Selected Candidates (optional if LPQ is chosen)**: When your co-op selects their next leader, NRECA will notify all non-selected candidates that a decision has been made.

• **Background and Credit Checks (optional if LPQ is chosen)**: NRECA can conduct background and credit checks if your co-op does not have that in-house capability.

• **Candidate Scheduling (optional if LPQ is chosen)**: Administrative support is provided to ensure that the logistics are taken care of for your finalist candidates.

• **In-Person Interviews (optional if LPQ is chosen)**: NRECA can facilitate the in-person interviews and related interview logistics including scheduling and managing expense reimbursement.

**ADDITIONAL BENEFITS**

First-Year Appraisal or Similar Consulting Service (optional): If needed, NRECA consultants can provide your new leader’s first-year appraisal or other NRECA human capital services such as executive coaching or senior team development assessments.

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