

NRECA Executive Search

NRECA Executive Search offers electric cooperatives the support, guidance and expertise needed to hire the most qualified executives and senior staff to lead their business into the future. Whether you need comprehensive search support or simply guidance for your own human resources team, we have a solution for you.

THREE OPTIONS TO MEET YOUR NEEDS

Because every co-op is different, our three Executive Search solutions offer a different combination of services to meet your search needs. Based on the level of leader you are looking to hire, your in-house human resources capabilities, the level of experience your board has with hiring executive leaders or whether you have internal candidates you want to ensure are ready for the next step, you can choose the solution that is right for you.

PACKAGE	Executive Search	Senior Staff Search	Custom Search Options
LEVEL OF HIRE	CEO and general manager	Senior Staff (i.e. C-suite, department heads)	CEO and general manager or Senior Staff (i.e. C-suite, department heads)
DESCRIPTION	This package includes all of the services required for a comprehensive national search for your co-op's new CEO, the full support of NRECA's unsurpassed network of active and passive candidates, as well as critical support in the area of executive compensation analysis and a 365-day guarantee on the selected candidate.	Leveraging the full support of NRECA's unsurpassed network of active and passive candidates, this package offers the essential services you need to conduct a far-reaching, comprehensive national search for senior staff and generate the best qualified external candidates. Once candidates are identified and screened, your co-op's hiring team schedules and conducts the candidate interviews.	This option offers a flexible approach to a search for your co-op's next leaders. You choose the services that best meet your hiring needs and in-house capabilities.
BEST FOR	Co-ops whose board understands the need to work with an experienced third-party partner who can leverage their extensive network to conduct the comprehensive national search required for this level of position. This package is also good for co-ops who want to ensure their executive salaries are competitive within the marketplace.	Co-ops that have an in-house human resources capability and would like to leverage a thorough national search.	Co-ops looking for a select combination of services to complement their in-house hiring capabilities, assessment of internal candidates and need to look at external candidates.

For all packages, we leverage NRECA's electric cooperative leadership competencies throughout the process to ensure the candidates you interview are aligned with the qualifications that your board or hiring team determines are critical for success at your co-op.



CONTACT

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NRECA EXECUTIVE SEARCH SERVICES

● Included

○ Optional

● If LPQ is chosen

	Executive Search	Senior Staff Search	Custom Search Options
Position Understanding			
Leadership Profile Questionnaire (LPQ) and Review (in Person)	●		
Leadership Profile Questionnaire (LPQ) and Review (via Phone)		●	○
Creation of Job Description and Job Posting	●	●	●
Compensation Analysis	●	○	○
Candidate Generation			
Job Postings	●	●	●
Passive Candidate Outreach	●	●	●
Candidate Screening			
Resume and Phone Screening	●	●	●
EEOC Information Collection	○	○	●
Hogan Insight Leadership Assessment	○	○	○
Reference Checks	●	●	●
Summary of Screened Candidates (via Phone)		●	●
Summary of Screened Candidates (in Person) and Candidate Screening Book	●		
Candidate Interviewing			
Notification of Non-Selected Candidates	●	●	●
Background and Credit Checks	●	●	○
Candidate Scheduling	●	○	
In-Person Interviews	●	○	
365-Day Guarantee	●		
Inclusion of NRECA Consulting Post-Search Service	●	○	○



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