

COMMUNITY TOWN HALL

POLICE CHIEF
RECRUITMENT & SELECTION

CITY OF SOUTH SAN FRANCISCO



TB&^{co.}

THANK YOU CHIEF AZZOPARDI!



SSFPD POLICE CHIEF: 2014-2021
30 YEARS OF SERVICE



TB&CO.

OUR RECRUITERS: TERI BLACK & COMPANY



TERI BLACK
CEO, Lead Recruiter



SUZANNE MASON
Senior Recruiter



TBC OVERVIEW

- ❖ 21 YEARS IN EXECUTIVE SEARCH
- ❖ DEPTH IN COMMUNITY POLICING
- ❖ DIVERSITY PLACEMENT SUCCESS



A CHALLENGING MARKET

- ❖ FEWER CANDIDATES FOR LEADERSHIP ROLES
- ❖ BOOMERS ARE NEARLY GONE & GENXERS ARE GOING
- ❖ QUALITY OF LIFE CONSIDERATIONS
- ❖ BAY AREA COST OF LIVING



THE PROCESS

- ❖ GATHER INPUT (SEPT.)
- ❖ PREPARE MATERIALS (SEPT.)
- ❖ ACTIVE RECRUITING PERIOD (SEPT./OCT.)
- ❖ SCREENING EFFORTS → INTERVIEWS (OCT./NOV.)
- ❖ BACKGROUND & DUE DILIGENCE (NOV./DEC.)



INPUT FROM COMMUNITY

- ❖ LEADERSHIP STYLE & PROFESSIONAL ATTRIBUTES
- ❖ STRENGTHS, EXPERIENCE & ACCOMPLISHMENTS
- ❖ MOST IMPORTANT ISSUES
- ❖ WHAT POTENTIAL CANDIDATES SHOULD KNOW

Survey is available online: <https://www.surveymonkey.com/r/693J788>



INPUT FROM COMMUNITY - GUIDELINES

- ❖ 3 minutes per speaker
- ❖ Sign up to speak in back (or raise hand on zoom)
- ❖ Speakers will be called in order
- ❖ Be respectful - do not interrupt/disrupt speakers

We kindly ask...

- ❖ Focus on qualities & attributes, rather than specific individuals
- ❖ Keep a forward focus – Priorities and important issues for the next chief

