



To: Members of the RCRC Board of Directors
From: Chair, Supervisor Daron McDaniel, Merced County
1st Vice Chair, Supervisor Stacy Corless, Mono County
Date: September 9, 2020
Re: RCRC President Recruitment Update

Summary

On July 15, 2020, the RCRC President and CEO announced his intention to retire, effective December 31, 2020. The RCRC Chair and Vice Chair have directed that the Executive Committee commence the recruitment process for his replacement, with the goal of recommending a candidate to the full RCRC Board following a thorough search process. In addition to the regular members of the Executive Committee, the Chair has invited Supervisor Diane Dillon to assist with the recruitment process and participate in the Executive Committee (Search Committee) meetings, due to her extensive institutional knowledge of RCRC and its operations.

The Executive Committee held a special meeting on September 2nd, and selected Russell Reynolds Associates (RRA) as the executive search firm to conduct the recruitment. Greg Norton is presently working with the assigned recruiter to enter into an agreement. RRA will then initiate the due diligence process and will enter the market once a position specification has been approved in late September early October. RRA has shared that the average CEO search takes 16-20 weeks from the time of initial engagement to announcement of the successful candidate.

RRA will meet with the Search Committee on a weekly or bi/weekly basis, and likely twice that with the search chair. They will send out status reports leading up to each Search Committee meeting.

Once the application period has closed, the Search Committee will meet with the recruiter in closed session to select the candidates to interview. Interviews will then be conducted by the Search Committee in closed session.

Though Greg's departure is a huge loss, Chair McDaniel, RCRC officers and the executive committee look forward to working with board members and RCRC and affiliate staff through this leadership transition to continue to support and strengthen California's rural counties.

Recommendation

Information only. The Executive Committee and staff will continue to update the Board at future meetings as the recruitment progresses.