

ED Selection/Transition Milestones

The ED Search Committee is Rich Hart, Chair; Bob Paul, Ginny Snead, Andy Field, Jim Elliott and Al Todd as ex-Officio member

December- January – Search Committee Formed

January - Formal Announcement of ED retirement- Press Release and email

February - ED Job Description/Core Competencies developed. Formal Advertisement posted on 2/24

March 24 - Job Application Period Closed– over 100 applications received

March 14 – Attributes Survey created and distributed to Board and Management Team

April 7-14 – Initial Candidate Review by Search Committee

April 17-30 – Phone Interviews with Candidates

April 20 – Meeting of Search Committee and Alliance Management Team

April 21 – Board Update on Search Process

May - Conduct Face to Face Interviews in Annapolis –dates to be determined

Early June – Final candidate face to face with management team

June - Make Formal Job Offer/negotiate with selected ED

Mid-June to Early July - Press Release

July 8 - New ED Meeting with Board

July-August - The new Executive Director Begins

September 14 - Taste of the Chesapeake Celebration and Welcome

August to December - ED on-the-job Transition

