

To: Board of Selectmen

FROM: Steve Levinsky, Chairman Town Administrator Screening Committee

DATE: February 1, 2018

Re: Committee report

The Town Administrator Screening Committee is pleased to present you with a report concluding our activities.

Community Paradigm, the search firm we engaged, received 24 qualified applications for the position of Town Administrator. In a collaborative effort, the committee worked with the consultant to narrow the candidate pool to 12 and the committee then selected 6 candidates to be interviewed.

Our line of questioning in the interviews focused on:

- Innovation
- Leadership
- Management style
- Personnel management / Human Resources / collective bargaining
- Annual and long-term financial planning
- Goals and objectives and Selectmen relationship
- Civic engagement
- Relationships outside of Natick
- Community and economic development

As we deliberated, we followed these guiding principles:

- We will only place candidates on the slate that we believe could be a successful Town Administrator
- We are not selecting the next Town Administrator – we are presenting choices to the Board of Selectmen (2 to 5)
- We will vote on individual candidates to be placed on the slate
- Our slate is not ranked in any way
- Our recommendations do not need to be unanimous
- Our deliberations are confidential to the committee

I would like to thank the committee members for their diligence and commitment:

- Cathi Collins – Vice Chair
- Tim Dooling
- Terri Evans
- Josh Ostroff - Secretary
- Paula Panchuck
- Mike Rourke

- Dan Sullivan
- Kristine Van Amsterdam
- Richard Tranfaglia (exofficio)

I will present the slate of candidates at the meeting. This is in consideration of the candidate's privacy.

It has been an honor and a pleasure to serve on the committee. I wish you much success as you make this important and difficult decision.