

Atlanta Regional Commission Executive Director Recruitment Process Summary

Stakeholder Outreach

- The consultants engaged stakeholders to gain insight on the skills, experience, and attributes necessary for the Executive Director role, as well as priorities they should be prepared to address.
- Stakeholder outreach included a survey of ARC staff leadership, ARC board members, and 10 one-on-one interviews with external stakeholders and partner organizations.

Recruitment Process

- The consultants incorporated stakeholder feedback into recruitment materials that were distributed to a mailing list of 700+ contacts and advertised across 15 different websites, including GMA, the National Association of Regional Councils (NARC), the American Planning Association (APA), and the Association of Metropolitan Planning Organizations (AMPO).
- The position was open for 30 days, from September 15th through October 15, 2021.
- The consultants personally contacted individuals who had expressed interest in the position and reached out to additional qualified applicants.
- A total of 80 candidates applied by the deadline (86 total applicants):
 - 43 based in metro Atlanta
 - 4 in Georgia, outside metro Atlanta
 - 33 out-of-state
 - [3 internal]

Selection Process

- The consultants reviewed the resumes of every applicant and conducted screening interviews with 20 of the most qualified candidates, ultimately recommending a shortlist of candidates for consideration by the Executive Search Committee.
- Members of the Executive Search Committee conducted virtual interviews with 14 candidates between November 17th and November 19th and narrowed the field to five finalists.
- Members of the Executive Search Committee conducted in-person interviews on December 2nd.

APPLICANT DEMOGRAPHIC BREAKDOWN								
Demographic Group	Applicant Pool		Screening Stage		Semifinalists		Finalists	
Black Only	44	51.00%	6	30%	6	43%	3	60%
White Only	26	30.00%	9	45%	7	50%	2	40%
Asian Only	4	.05%	3	15%	0	0	0	0
Two or More Races	4	.05%	1	5%	1	7%	0	0
Latino	2	.02%	1	5%	0	0	0	0
Other/Didn't Answer	6	.07%	0	0	0	0	0	0
Male	61	71%	14	70%	11	79%	3	60%
Female	25	29%	6	30%	3	21%	2	40%