

# ICMA and Florida City and County Management Association's



## Senior Advisor Program

**Senior Advisors** (formerly range riders) are retired City and County Managers with lengthy experience who are respected within the public management field.

The FCCMA Board of Directors and the Executive Director of the International City/County Management Association jointly appoint Senior Advisors.

As volunteers, Senior Advisors provide, at no cost:

- ▶ Career and employment counsel to members
- ▶ Guidance and counsel to members regarding ethics questions or concerns
- ▶ Assistance to cities and counties with the managerial form of government
- ▶ Assistance to cities and counties that are considering adopting the managerial form of government
- ▶ Assistance to civic groups regarding the managerial form of government
- ▶ Assistance to members-in-transition with guidance and direction as they seek new opportunities in public administration.

Limited Chief Administrative Officer search services are available upon request by the governing board of municipal jurisdictions with a population of under 10,000 or counties under 50,000. Senior Advisors will provide guidance and assistance once a manager/administrator vacancy has been verified, subject to availability. Services may include: outlining to elected officials the placement process based on ICMA guidelines; determining qualifications, compensation and position requirements; assisting local staff with position advertisements; reviewing and recommending semi-finalist candidates based on desirable manager attributes established by the governing body and providing assistance to the jurisdiction during the interview phase of the placement process. The governing board shall select finalists for interviews.

Background searches on candidates are not included in the services and should be conducted through qualified individuals or firms retained by the city or county.

Senior Advisors are not "consultants" but serve as colleagues and counselors.

To obtain further information about the Senior Advisor program and its services, contact:

### Florida City and County Management Association Senior Advisor Program

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**\*Contact the Coordinator to discuss which Senior Advisor can best meet your needs.**