



Director of Office of Law Enforcement Oversight Proposed Timeline and Recruitment Work Plan

Date	Activity
January - February 2015	<ul style="list-style-type: none"> ✓ Appoint committee
February - March 2015	<ul style="list-style-type: none"> ✓ Receive feedback from Council audit staff on their own interview process with stakeholders (2/26/2015) ✓ Comprehensive outreach with additional stakeholders to inform "ideal candidate" profile- HRD
March 2015	<ul style="list-style-type: none"> ✓ Deliver draft job advertisement to Search Committee - HRD (email) ✓ Meet to finalize and approve job overview (Committee)
April / May 2015	<ul style="list-style-type: none"> ✓ Send final job advertisement to OLEO Advisory Committee to review ✓ Discuss & agree on timeline, work plan and recruitment strategy, identify key stakeholders, identify public engagement process- committee ✓ May 11 -Begin international recruitment - social media, job ads with specific recruitment sites & sourcing (5/11 - 6/30)- HRD
June- July 2015	<ul style="list-style-type: none"> ✓ Work session with Search committee to narrow candidates (6/25) ✓ Phone screen interviews - HRD (6/29 - 7/10) <ul style="list-style-type: none"> • Develop Written Exercise for Committee approval- HRD • Develop suggested interview questions- HRD (email); Discuss and agree on interview questions - committee • Reference checks - multi-level • Search Committee recommends 3 finalists to County Executive
August 2015	<ul style="list-style-type: none"> • Finalist Community Presentations- Public, Advisory Committee, KCSO & Counsel (8/3 & 4) • Finalist interviews with Executive- August 5 • Conditional Offer of Employment & thorough background check on finalist • Executive appointment • Council confirmation process- Sept council