

CareerSource Pinellas
Ad Hoc Search Committee Minutes
Candidates Skype Interviews

Date: September 12, 2018

Location: 13805 58th Street North, Clearwater, FL, 33760

Call to Order

Michael Meidel called the meeting to order at 8:32 a.m. The following board members were participating.

Committee Members Present

Jack Geller, Comm. Patricia Gerard, Michael Gliner, Andrea Henning, Karla Leavelle, Michael Meidel.

Staff: Terri Casey, Luna Clarke, Steven Blakey.

Discussion Items

Before the interviews began, the panel discussed the process to follow. Each candidate interview was scheduled for 45 minutes, during which members of the panel would take turn asking questions consecutively, to allow for a more seamless process. There was a base of similar questions, to be asked of all the candidates regarding their experience in workforce development, their background and how they would handle tough situations. Other questions were also related to implanting internal controls, relationship management and decision-making situations. Additionally, the panel had the ability to ask candidates "follow-up" questions, depending on an answer received. After each interview, the chairman would inform candidates on the next steps of the interview process which would include:

- A possible second interview
- Two candidates assessment tests (general IQ test and an Industrial Psychology/Personality test)
- Background checks/ Drug Screening/Reference checks

Candidates Interviews

Interview duration was for 45 minutes each, which would allow for a short break in between candidates for panel discussion/feedback. Candidates' resumes and qualifications were enclosed for review. The CEO candidates Skype interviews began promptly at 9:00 a.m. as follows:

1. John Flanagan – 9:00 A.M.
2. Patrick Graham – 10:00 A.M.
3. Jennifer Brackney – 11:00 A.M.
4. Rocco Tricarico – 12:00 P.M.

Next Steps: After the interviews were completed, the panel discussed the candidates' strengths and weaknesses. Taking into consideration the candidates' experience, education, performance and answers provided during the interview, the panel proceeded to narrow down the pool of candidates to two finalists to present to the full Board of Directors. Jennifer Brackney and Rocco Tricarico were selected to attend the October 17th Board of Directors meeting and will be advised to conduct a presentation to address their background, experience, accomplishments and goals/priorities as the new CEO of the organization. The Board of Directors will then have an opportunity to ask questions of the candidates present, to help them better deliberate. A period of open discussion will be allowed, after which the full Board of Directors will vote and select the new CEO for CareerSource Pinellas at the October 17th meeting. **Pursuant to Sunshine Law, this will be a public meeting.**

Other discussion: It was recommended that the candidates take an Intelligence/ Critical thinking assessment, as well as a personality-type test to help Board members make a determination on a final selection. Once completed, a written report would be provided to the Board to discuss the results.

Staff structure: The search panel discussed that the new CEO needs to have the freedom to select his/her own management team. Therefore, a CFO or a COO position would have to be selected by the Chief Executive Director. .

Adjournment: The meeting concluded at approximately 1:38 p.m.