



About Our Staff

Mr. Charles D. Hale, the President of **Resource Management Associates**, provides management oversight over all search activities and is responsible for quality control. Mr. Hale has 30 years of practical and consulting experience in the public sector. Since 1974, Mr. Hale has served as a consultant to more than 300 municipalities throughout the United States. Mr. Hale has a Master's Degree in Criminal Justice from California State University at Long Beach. Mr. Hale is the author of several leading texts in the field of law enforcement, including *Police Patrol: Operations and Management*, 3rd Ed., published by Prentice-Hall, and *The Assessment Center Handbook for Police and Fire Personnel*, 2nd Ed.

For further information, contact one of our staff by telephone, mail or e-mail. We will be happy to discuss your interests with you and to submit a detailed proposal outlining our services and a not-to-exceed cost.

For Further Information ...

Please contact one of our staff for more information concerning our services and capabilities.

Resource Management Associates

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EXECUTIVE SEARCH SERVICES



Finding the Best for You





The Need is Great

Finding the best person to fill a top-level management or executive position is one of the greatest challenges faced by public administrators and elected officials in municipal government. The successful administrator or mayor knows that we are only as good as the people we hire to execute our policies and to manage and supervise day-to-day government operations. This is why the services of a firm knowledgeable in local government operations and with a distinguished history of assisting local government officials in seeking out excellent candidates for top-level positions may be essential.



Important Characteristics

There are a number of characteristics that distinguish our approach and level of service from that of other firms:

- **We are committed to fulfilling the needs of our clients completely and thoroughly.**
- **We work exclusively for local government and have a thorough understanding of the unique requirements of municipal service.**
- **Our fee structure is designed to meet the limited financial constraints of local government.**
- **We take pride in our efforts and consider every single undertaking to be a challenge to satisfy the needs of the client.**
- **We do not maintain a pool of candidates but begin each search effort fresh, committed only to finding a suitable number of well qualified applicants who are sincerely interested in the position.**
- **We employ a wide array of methods to attract qualified candidates including ads in professional journals, direct mail, personal contact and electronic bulletin boards and web sites.**
- **We build our work plan around your needs and interests, thus ensuring quality control and a satisfactory conclusion to the project.**
- **We are committed to racial, gender, ethnic and cultural diversity in our search efforts.**
- **We have never failed to complete a search process within the original time estimate.**
- **As part of the selection process, we have often used the “assessment center.” Candidates are exposed to several different simulation exercises, each of which is designed to assess a different set of job behaviors, such as leadership, judgment and reasoning, human relations, oral communications, decision-making, etc.**

Who We Are

Resource Management Associates, Inc., is a public management consulting organization dedicated to assisting municipal government in solving the problems that confront them on a regular basis. One of the several areas in which we specialize is in the recruitment and evaluation of candidates to fill executive and managerial positions in local government. We have been privileged to assist numerous communities in selecting City Managers, Police Chiefs, Fire Chiefs, Public Works Directors, and other municipal administrators.

We have completed more than 50 municipal selection projects since 1981. In each case, we have been able to design a selection process uniquely suited to the individual community that has resulted in the appointment of a person who has the kind of qualifications and characteristics that most closely match community expectations. Understanding how community expectations can be translated into an evaluation of the candidates has been the cornerstone of our success in the selection process.

