



## Possible Executive Director Recruitment

June 18, 2025

# Background

- **Steve Nelsen last day March 31, 2026**
- **Succession planning and transition top priority for the board**

# Current Status

- The board has 9 months to appoint and transition new executive director – April 1, 2026
- Options for executive director recruitment
  - Open recruitment – search firm contract
  - Internal appointment

# Open Executive Recruitment - Advantages

- Possible larger potential candidate pool for selection
- Potential different external perspective on issues

# Open Executive Recruitment - Disadvantages

- Cost for retained or contingency recruitment usually 20% - 35% (approx. \$40K - \$70K)
- Takes valuable time away from succession transition
- Recruitment may not produce quality candidates (position is highly specialized)
- Open recruitment may make internal candidates feel undervalued

# Internal Appointment - Advantages

- Succession transition can begin sooner
- No external costs
- Knowledge and experience is directly relevant with historical perspective
- Key relationships already exist with stakeholders and expertise is known

# Next Steps

- Does the Board need additional information?
- Board decision on direction



# Thank You

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