

Director Operations

From: Randy Getman <Randy.Getman@bbsihq.com>
Sent: Monday, October 02, 2017 4:08 PM
To: Director Operations
Subject: RE: Consultant - Finance Director Search

Hi Aaron,

We could administer that test to qualified applicants, at no additional costs to the Port.

Thanks,

Randy Getman
Area Manager

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503-887-9424 Cell
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1610 North Coast Hwy
Newport, OR 97365



From: Director Operations [mailto:dirops@portofnewport.com]
Sent: Monday, October 02, 2017 4:05 PM
To: Randy Getman
Subject: FW: Consultant - Finance Director Search

Randy, I have one more addition to the needs that the Port has with regards to recruiting a Director of Finance.. Can you take a look at it below and let me know if you can include this and whether or not this impacts the cost of recruitment?

Aaron Bretz
General Manager ProTem / Director of Operations
Port of Newport
600 SE Bay Blvd.
Newport, OR 97365
(541) 265-7758
(541) 541-961-3904 cell

Finance Director Recruitment:

One additional request for the proposal qualification for the Finance Director - to ask the applicant/s to demonstrate their ability in Finance by showing how they would balance the 2017-2018 Port of Newport Budget without increasing fees. This may impact the those companies that are willing to conduct the search or cost.

Director Operations

From: Richard Stellner <wild91@comcast.net>
Sent: Monday, October 02, 2017 8:44 PM
To: Director Operations
Subject: RE: Director of Finance Recruitment

Hi Aaron –

Adding this to the finance manager recruitment would not increase the cost estimate I provided earlier.

The “Do more with less” conundrum – I suggest one of the situational questions in the panel interview focus on this area, with the twist that we want the candidate to tell us a specific example of how they addressed this issue at one of their previous employers. There is value in hearing how people had dealt with this issue in their past, those who can give a concrete example of something specific they’ve done will do better in candidate scoring vs. those who answer with vague or ‘fluffy’ language.

And then at the end of the panel interviews, we can give each candidate this question as a take home essay exam, limiting their answers to maybe 2 pages and inviting them to use the Port’s public budget documents, etc. We’ll ask the candidates to return the essay answers within a week, and each panelist will score each response. Its very possible there are multiple ‘correct’ answers, but it’s answer that best fits with the Port will rise to the top.

The above is just one suggestion how to evaluate candidates with this question. I am open and flexible to other ideas and suggestions as to how the Port would like to proceed.

Richard

From: Director Operations [mailto:dirops@portofnewport.com]
Sent: Monday, October 02, 2017 4:07 PM
To: Richard Stellner <wild91@comcast.net>
Subject: Director of Finance Recruitment

Richard, I have one more addition to the needs that the Port has with regards to recruiting a Director of Finance.. Can you take a look at it below and let me know if you can include this and whether or not this impacts the cost of recruitment?

Aaron Bretz
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