

# Meeting Outline Chief Judge Recruiting Executive Session

- Review Selection Criteria / Chief Judge Traits
- Review Snapshot Summary
- Semi-Finalist Review
  - Are there any candidates that we agree to eliminate?
  - Who are your top five?
  - Focused discussion on potential finalists
- Determine next steps; moving forward with recommended finalist candidates and/or plan for additional information needed

# Selection Criteria

1. Excellent *communications skills* – written, verbal and interpersonal; able to exhibit presence in various settings, tailor communication style to diverse audiences, and present complex information in a clear, diplomatic and understandable manner.
2. Demonstrated *cultural competence* to effectively interact, work, and develop meaningful relationships with people of various cultural backgrounds.
3. Able to *balance confidence and humility*.
4. Demonstrated confidence in rendering *decisive*, well-founded factual findings, legal opinions and sentencing without regard to popularity of decision.
5. Demonstrated capability to *work collaboratively* and effectively with employees in all City departments involved in the liquor licensing and enforcement areas, such as the City Clerk's Office, City Attorney's Office, Police Department, and other departments as needed.
6. Possesses judicial temperament with respect to attentiveness, patience, impartiality, promptness and courtesy.

## Selection Criteria, Continued....

7. Confidence in making sound judgments and exhibiting patience when dealing with stressful situations.
8. Able to bring compassion into challenging situations.
9. Unquestionable personal *integrity*, character and conviction.
10. Strong attention to detail.
11. Proven leadership and operational management skills.
12. Experience building teams, implementing processes and practices in an emerging leading-edge community is strongly desired.
13. Strong learning orientation. Leverages all resources and is creative in ways of learning for self and others.
14. Demonstrated capability in anticipating, adapting and innovating Municipal Court practices and solutions effectively and right-sizing them to the needs of the organization.