



City of Bellevue

City Manager

Candidate Profile

Joseph Todd | Deputy City Manager

Joy St Germain | Director, Human Resources Department

Charmaine Arredondo | City Clerk, City Clerk's Office

Juan Carlos Padilla | JC Padilla Consulting, LLC

May 28, 2024



Direction

Adoption of City Manager Candidate Profile as presented as well as Council's direction on the next steps

AGENDA



Data Collection



Information Gathered



The Position



Attributes



Summary

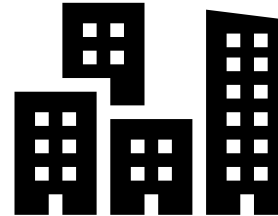
Background

- The City of Bellevue is creating a Candidate Profile for their new City Manager.
- The City has contracted with JC Padilla to develop the profile, to determine the attributes needed for the position.

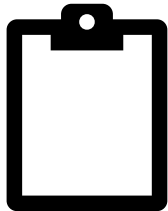
Data Collection



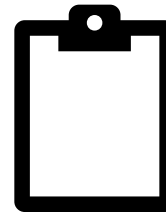
Council Interviews



**Business Community
Interviews**



Leadership Team Survey



Community Survey

Council Interviews

- Champion for Collaboration (Council, Staff, Community)
- Stability
- Bold Leadership
- Fosters Equity and Belonging
- Regional Influence and knowledge
- Take Bellevue into the future
- Challenge the Status Quo
- Addresses Challenges head on
- Non-partisan

Business Community Interviews

- Continue existing relationships while building future relationships
- Understand Equity across all business entities
- Focus on growth of Bellevue (Housing, Transportation, Cost of Living)
- Transparent Leadership and interactions with all Bellevue entities
- Stability and consistency

Leadership Team Survey



- Experienced leader with a passion for public government and relationships (Community, Staff, and Council)
- Visionary Leadership, and support for staff
- Focus on rapid growth of Bellevue
- A champion of Diversity, Equity, and Inclusion
- Trust and empowerment of Leadership Team

Community Survey



- Equity, belonging, and cultural competence
- Collaboration and Relationship building
- Ability to be empathetic and understanding of all residents
- Transparent leadership
- Make authentic connections with residents, business, and staff
- Consistency



The Position

Position Overview

- This position is responsible for carrying out the City Council's policy and strategic direction through leadership and management of City of Bellevue's staff, operating department, and functions.
- This is the top executive leadership position in the city reporting directly to the Bellevue City Council. Directs and oversees the planning, design and development of policies and projects/programs for the organization. Executes the policy direction of the Bellevue City Council and is directly accountable to the Bellevue City Council which has both appointment/removal authority. Represents the City of Bellevue to external agencies and the public. Speaks on behalf of the policy direction provided by the Bellevue City Council.



Candidate Profile

Candidate Attributes

Must Haves

- Bold leader
- Regional influencer
- Fosters belonging
- Manages growth
- Transparent
- Deliberate
- Supportive
- Strong emotional Intelligence
- Collaborator
- Relationship builder
- Business and political acumen
- Consistent
- Challenges the status quo
- Empathetic

Candidate Attributes

Do Not Want

- Non-team player
- Non-Collaborative
- Non-Communicative
- Arrogance
- Dishonest
- Lack of accountability
- Poor work ethic
- Political
- Not engaged
- Office Hobbit
- Someone who thinks Bellevue needs fixing
- Fails to take responsibility
- Does not understand Bellevue's form of government

Council Areas of Focus

The next city manager must be adept at helping council craft policy and then leading staff in operationalizing councils' areas of focus





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