

# RECRUITING LOCAL GOVERNMENT EXECUTIVES



David N. Ammons  
and James J. Glass

# Recruiting Local Government Executives

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## **Recruiting Local Government Executives:**

*Recruiting Local Government Executives* David N. Ammons, James J. Glass, 1989-10-18      **Local Government Management** Nicolas A. Valcik, Teodoro J. Benavides, 2023-04-11 In a recent paradigm shift local governments find themselves shouldering more responsibility for day to day governance and crisis management thanks to regulations and federal spending cuts While 20 years ago a book on local government administration might have been considered complete with chapters on budgeting public personnel management productivity and responsiveness and community engagement any discussion of local government must now also include resilience emergency management climate change smart cities social media and infrastructure funding Bringing together key voices from the academic and public sectors *Local Government Management* offers techniques and insight into how local government can most effectively lead and manage their resources in an evolving political and environmental landscape Featuring examples from expert contributors own decades of public service and research this forward thinking book explores the rapid speed of change in local communities and the need for local government to not only adapt but also proactively plan for the future *Local Government Management* is essential reading for local government officials public stakeholders practitioners and students of public administration and management      *The Effective Local Government Manager, 3rd Edition* N. Joseph Cayer, Raymond W. Cox III, Chardean Newell, 2014-04-15 *The Effective Local Government Manager 3rd Edition* reflects the rich history and modern reinvention of a profession that sprang up at the beginning of the twentieth century What does it mean to be a local government manager in today s world What can a manager accomplish What internal as well as external resources must the manager harness What motivates the manager s employers colleagues and employees For the student contemplating a career as a manager in public service *The Effective Local Government Manager* is almost obligatory reading Many instructors have built introductory courses on local government management around *The Effective Local Government Manager* For the young assistant in a city or county or for the mid career manager assessing new challenges *The Effective Local Government Manager* offers insights on your role and how you can best serve your community It explores the manager s many roles and responsibilities interacting with the community the governing body local government employees and other governments It offers the most up to date theory and practice of local government as well as tools of management This book is used as a text in ICMA University s Emerging Leaders Development Program      **The Oxford Handbook of State and Local Government** Donald P. Haider-Markel, 2014-04-03 *The Oxford Handbook of State and Local Government* is an historic undertaking It contains a wide range of essays that define the important questions in the field evaluate where we are in answering them and set the direction and terms of discourse for future work The Handbook will have a substantial influence in defining the field for years to come The chapters critically assess both the key works of state and local politics literature and the ways in which the sub field has developed It covers the main areas of study in subnational politics by exploring the central contributions to the

comparative study of institutions behavior and policy in the American context Each chapter outlines an agenda for future research

**Guidelines for Recruitment and Selection of Executive/professional Staff for Health Systems Agencies** Center for Occupational and Professional Assessment (Educational Testing Service), United States. Bureau of Health Planning and Resources Development. Division of Agency Development, 1977

**Personnel Management in State and Local Governments** United States Civil Service Commission. Library, 1977

*HC 191 - Local Government Chief Officers' Remuneration* Great Britain: Parliament: House of Commons: Communities and Local Government Committee, 2014-09-12

During the first decade of this century salaries for senior council staff increased by some 75% far greater than salaries increased for most people There is no one size fits all formula applicable to all councils decisions on senior pay since levels are set within the context of local needs and priorities Setting a pay rate entails first establishing the responsibilities of a job and next identifying the appropriate local pay rate for such a job Councils have access to local market data but the Local Government Association and regional employers bodies should address a lack information on the broader pay and recruitment trends over time and across regions Councils must critically assess the remuneration levels suggested by consultants and job evaluation schemes to ensure a good officer cannot be secured under local market conditions at a lower pay rate Bonuses although not the norm in the sector should not be paid to someone simply doing their job rather only when there is clear evidence of personal additional contribution with sensitivity to local circumstances But of more significance councils are in many cases failing to establish robust appraisal systems making it difficult to link performance to pay effectively The Local Government Association should publish updated guidance and councils should be required to get full council agreement to and publish details of the processes used to appraise staff so that the public can understand the basis on which reward decisions are made

**UK Directory of Executive Recruitment** Executive Grapevine International Limited, 2004-07 The UK Directory of Executive Recruitment is a comprehensive source of information on the UK s executive search and selection consultancies

Executive Manpower Management United States Civil Service Commission. Library, 1972

**Transforming Political Leadership in Local Government** R. Berg, N. Rao, 2005-11-10 Local governments throughout the west are undergoing a transformation of their leadership styles and structures Some countries have abandoned traditional systems of collective or committee based decision making in favour of Cabinet models or more radically a directly elected executive mayor while others have strengthened existing mayoral systems There are a few exceptions to this trend Based on original research in eleven countries the book assesses these changes in terms of their implications for political accountability the role of lay politicians political recruitment the professionalization of leadership and relations with the bureaucracy

Human Resources Management for Public and Nonprofit Organizations Joan E. Pynes, 2008-12-16 Public and nonprofit organizations face difficult challenges today that make the strategic management of human resources crucial This book shows how to integrate HR practices with the mission of their organization An accessible

tool complete with an instructor's manual this book provides an integrated approach to current HR concerns and is unique in its focus on both public and nonprofit agencies Offering guidance and techniques for implementing effective human resource management strategies job analysis performance evaluation recruitment and selection training and development compensation and benefits and collective bargaining Pynes demonstrates how strategic human resources management is essential to proactively managing change

**Women and Representation in Local Government** Barbara Pini, 2013-03

This volume brings together international experts to examine and compare women in local government and features case studies on the US UK France Germany Spain Finland Australia and New Zealand

Recruitment Resources Guide for National Office Managers United States. Internal Revenue Service. National Office. EEO Office, 1986

*OECD Public Governance Reviews Dominican Republic: Human Resource Management for Innovation in Government* OECD, 2015-04-09

This review represents a new policy approach for public sector reviews linking the traditional thematic public employment and strategic human resource management HRM framework to public sector innovation and service delivery challenges in the Dominican Republic

**Human Resource Management in Public Service** Evan M. Berman, 2010 The Third Edition of

this award winning text helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector It provides thoroughly updated and enhanced coverage with additional practical tools for managers and student job seekers more international examples more examples from hospitals and social services and new sections on ethics training motivation psychological contracts civil service reform and workplace violence

**Personnel Management in Government** Norma M. Riccucci, Katherine C. Naff, Madinah F. Hamidullah, 2019-11-21

With over 20 million people on its payroll the government is the largest employer in the country Managing people who do the nation's work is of critical importance to politicians government leaders and citizens alike Personnel Management in Government Politics and Process eighth edition examines the progress and innovations that public personnel professionals are making to address changes in the political legal and managerial environment of government It provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector A number of new developments are addressed in the eighth edition including discussion of Human resource management in nonprofit organizations in an all new dedicated chapter Current and future challenges to recruitment and hiring including the use of social media in recruitment Privatization and contracting out The rise of employment at will policies Digital technology or digitalization in HRM and the need to enhance cybersecurity Managing performance with human capital analytics Increased reliance on telework States attacks on public sector labor unions HRM changes under the Trump administration Since publication of the first edition in 1977 Personnel Management in Government has addressed issues not yet considered mainstream but that have proven central to the development of the field over time This long standing but no less innovative textbook is required reading for all students of public government and non profit personnel management

**Guidebook for Recruiting, Developing, and Retaining Transit Managers for Fixed-route Bus and Paratransit Systems** Transit Cooperative Research Program, 2010 TRB's Transit Cooperative Research Program TCRP Report 139  
Guidebook for Recruiting Developing and Retaining Transit Managers for Fixed Route Bus and Paratransit Systems explores resources for fixed route bus general public demand response and Americans with Disabilities Act ADA paratransit systems resources to assist in the recruitment development and retention of managers The Guidebook is accompanied by CRP CD 77 which provides Model Job Descriptions for 32 broad job titles that indicate the structure and content for job descriptions for manager jobs The CD ROM is also available for download from TRB's website as an ISO image A separate report presenting the research methodology the results of a literature review and the results from focus groups held with 15 other non transit public and private sector organizations used in production of TRCP Report 139 is available online *WHO guideline on health workforce development, attraction, recruitment and retention in rural and remote areas* World Health Organization, 2021-05-06 With nearly half of the world's population living in a rural or remote area meeting the health needs of rural populations where over 80% of the world's extremely poor live is imperative in achieving universal health coverage Leaving no one behind means ensuring that health workers are available in rural and remote areas Health social and economic inequities remain cross cutting challenges for rural populations Rural populations tend to be poorer have worse health outcomes and experience higher rates of unemployment underemployment and informal employment It is estimated that about 51.67% of rural populations are without adequate access to essential health services translating to about 2 billion people being left behind In some countries rural populations have access to numbers of health workers that are 10 times less than the numbers available to urban populations The deficiency in numbers and mix of trained motivated health workers to provide the needed health services is a critical health system issue This inequitable access to health workers and health services impacts health outcomes and increases socioeconomic disadvantages Higher under 5 maternal and preventable mortality rates increased morbidity decreased life expectancy and more costs to access distant care are seen across rural areas [Global Encyclopedia of Public Administration, Public Policy, and Governance](#) Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5

public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manger and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field      *Government Finance Review* ,1990

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