

Whom can I contact to discuss the search?

The Commission has hired Talent Citizen to conduct the CEO search. If you have questions about the search, please contact the search team via their website at <https://talentcitizen.com/active-searches/f5sc-ceo/>.

How can I apply or nominate someone for the CEO position?

If you have a potential candidate to nominate for the position, please send an email to F5SCC-CEO@talentcitizen.com. Please share relevant information about why you are nominating the individual for the role of CEO of FIRST 5 Santa Clara County.

If you wish to apply, you may do so by submitting a resume and cover letter to F5SCC-CEO@talentcitizen.com.

Is there an application deadline?

The optimal time to apply is August. Conversations with prospective candidates will occur from August to October.

How long will the search last?

The search is anticipated to conclude in late 2021, with a new CEO starting in the role in early 2022.

What will the interview process look like?

Talent Citizen conducts a multi-step vetting process. After a series of paper and, when appropriate, phone screenings, Talent Citizen will review qualified prospects with the ELTC, who will select a subset to advance to a panel conversation with ELTC members. From this round, a group of qualified candidates will be selected to advance to a secondary round for conversation with a cross-section of internal and external stakeholders. Semi-finalists will be interviewed by the Commission. Finalist selection will be shared by public meeting of the Commission.

Who will make hiring decisions?

Following the interview process, the Commission along with the ELTC will consider feedback from interview participants, review in-depth reference reports, and determine whom to appoint as FIRST 5 SCC's next CEO. The Commission alone has the legal authority to appoint the CEO.

Can I view the position description?

The position description is available on this webpage. It can also be viewed at and downloaded from <https://talentcitizen.com/active-searches/f5sc-ceo/>.

Who participated in crafting the position description?

Talent Citizen engaged with more than 100 internal and external stakeholders to solicit their input. The position description was reviewed and approved by the FIRST 5 Santa Clara County Commission.

Who is leading FIRST 5 Santa Clara County now?

The Commission appointed Patricia Gardner to serve as FIRST 5's temporary, interim transitional leader beginning July 1, 2021, following outgoing FIRST 5 CEO, Jolene Smith's retirement on June 30, 2021, and until a new CEO is appointed.

Is FIRST 5 SCC's staff represented by a labor union?

Yes. On December 1, 2021, FIRST 5 SCC voluntarily recognized SEIU Local 521 as the exclusive bargaining representative of most FIRST 5 employees, other than executive management, confidential employees, and director-level employees. If and when it has been determined to be lawful, FIRST 5 SCC will voluntarily recognize SEIU Local 521 as the exclusive bargaining representative of FIRST 5's confidential and director-level employees by the end of 2021.